

It's Elementary

JANUARY 2019

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.



HASTINGS-PRINCE EDWARD ELEMENTARY TEACHERS' FEDERATION

Contract Teachers Town Halls

Our goal is to deliver a common message to our members in a timely manner regarding the transition of elementary students to high school settings, the Spring Staffing Process, Collective Bargaining updates and member issues.

Retirement Workshop

 APRIL 2nd, 2019
Eastside Secondary School
Library, 5:00 - 8:00 pm



Affiliated with the
Elementary Teachers' Federation of Ontario



Facebook: Efto Hastings Prince Edward
Twitter: HP ETFO @ ETFOHPE

TOWN HALLS:

(ETFO members may attend any of the Town Halls)

Tuesday, March 19 4:15 – 5:45 pm
Trent River Public School in the Staff Room, Trenton

Tuesday, March 26 4:15-5:45 pm
PECI in the Library, Picton

Wednesday, March 27 4:00-5:30 pm
Banquet Centre, 1 Alhambra Square, Belleville

Wednesday, April 3 4:15-5:45 pm
Stirling Public School in Rm 241, Stirling

Tuesday, April 9 4:00-5:30 pm
York River Public School Room 102, Bancroft

Snacks will be provided

We hope to see you there!



PRESIDENT'S MESSAGE:

ETFO Action on Violence in Schools

ETFO continues to promote its multi-year strategy to address violence in our schools including:



- Lobbying the Government to address violent incidents in schools and improve school board compliance;
- Working with Ministry and school board reps to improve violence reporting and compliance procedures and develop training materials;

- Pressuring the government to review the funding formula and provide more funding for special education and students with high risk behaviours; and
- Providing ETFO locals and members with enhanced education, training and resources.

Last May, I presented some alarming statistics regarding violent incidents and members' experiences to trustees, and invited them to attend an Executive meeting to hear from classroom teachers directly. None of the trustees from the old Board took me up on the offer. In light of the fact that a majority of the trustees who took office in December are new to the Board, I recently sent all of them a letter reissuing the invitation to attend an Executive or Stewards' meeting. Included with the letter was information from last year's ETFO survey on violence, and local statistics showing a disturbing increase in the number of violent incidents reported over the last four years (see page 5). I will keep you posted on any trustee responses to the invitation and information package. Follow this link for more information on [ETFO's campaign](#).

No Cuts to Education

ETFO members are encouraged to join our OSSTF colleagues at an information rally at Todd Smith's office on Friday, February 8th at 3:30 p.m. Rumours of 4% cuts across the board, described as government "efficiencies", would mean more than \$1 billion cut from education. It is important that the government, of which Todd Smith is a senior member, hears from teachers directly about

the impact such cuts would have on classrooms. Please join us at Todd Smith's constituency office at 5503 Hwy. 62 South, (next to Gilmour's in Rossmore) to voice your opposition to cuts which would undermine public education. Look for the poster which will come out in the near future.

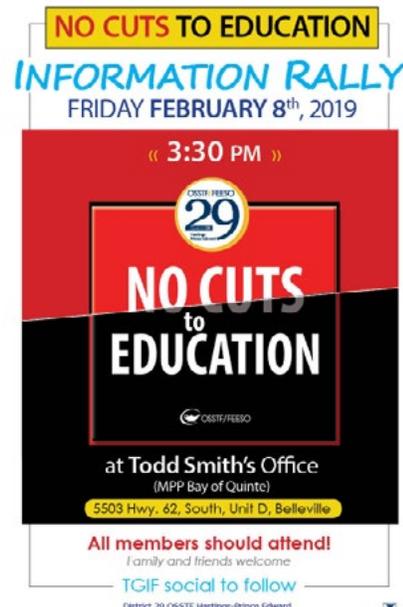
1% Pay Increase

On Feb. 1, 2019, a 1% increase will be applied to all cells on the salary grid. This increase will be reflected on the pay scheduled for Feb. 15, 2019 (Pay 14 of 26). Members are reminded to check their pay stubs on My Empath to ensure they are receiving the appropriate salary. A final 0.5% increase will be applied on August 31st. This will be the starting point for negotiations following the expiry of the Extension Agreement on August 31st, 2019. The [salary grids](#) can be found on our website.

Feb. 1st PA Day

Friday, Feb. 1st is a Professional Activity Day devoted to "Release Time for Assessment, Evaluation, and Report Cards" at the elementary level. No meetings or other activities are to be scheduled at any time during the day. Teachers may use their professional judgement to confer with others on an individual basis regarding assessment and report card issues of common concern. Since this PA day is one of only two days for report card completion guaranteed to elementary teachers by the Collective Agreement, it is important that stewards/members contact the Local Office if they have concerns about plans for Feb. 1st.

Dave Henderson
ETFO-HP President



Occasional Teacher President - Doug Thur

I would like to thank your President Dave Henderson for allowing me some space in your newsletter to discuss the number of jobs going unfilled. As a Local, we know that any unfilled job creates a lot of disruption in the schools, not only for the classroom and rotary teachers, but CUPE staff and the students themselves. Our occasional teachers do their best to fill these positions. There are many reasons why jobs go unfilled. During the last round of bargaining we recognized the need for more occasional teachers and agreed to increase the caps on hiring. The Board can hire up to 53% of the full time equivalent (FTE).

In the past couple of months we only have about 200 occasional teachers. Of these 200, almost 140 OTs are unable to do daily occasional work because of leaves, LTOs etc. As a result, there are approximately 60 teachers to do occasional work. We have argued with the Board that this is not enough. A letter was sent to the Superintendent in early January to address this. The Board has hired additional occasional teachers in early January. As the teaching profession faces new challenges in the classrooms, filling jobs becomes that much more difficult. This is not just a local issue, shortages are occurring across the province. I will continue to push for more teachers to be hired and encourage the Board to work together with our Locals to find solutions to this problem. If you would like to discuss this further with me, please feel free to email me at thursday41@msn.com

COMMITTEE CORNER



STATUS OF WOMEN COMMITTEE

Each year on March 8th, *International Women's Day* (IWD), women around the world take time to celebrate the achievements of women and to reflect on our current status, demanding legal and economic equality and freedom from violence. [International Women's Day](#) has its roots in the international labour, socialist, and peace movements that were active early in the 20th century. The committee is also working on our annual *Finding the Balance Retreat*. Stay tuned for more information!

Chair: Angela Silver, Trent River



PROFESSIONAL LEARNING COMMITTEE

The *Professional Learning Committee* was thrilled to host local artist Marg McIntyre on December 11th. This has become a very fun, annual, festive event. This spring we will be holding a one day Wellness and Mindfulness Workshop in education with Alicia Preston. Watch your non-board email for further information. We also have two applications remaining for our *Choose Your Own PL Adventure* program. This fund is for members that would like to organize their own professional learning in the form of activities such as a book club or a workshop. The link can be found on the Professional Learning Committee page on the ETFOHP website. If you have ideas for workshops please contact Jane at plchair.etfohp@gmail.com.

Chair: Jane Scanlan-Price, Foxboro



EQUITY AND SOCIAL JUSTICE COMMITTEE

Equity meetings take place once a month. The committee is planning to take part in *Belleville Pride* events, host a poverty workshop, and continue to offer a safe space social for all HPEDSB employees. New members are always welcome.

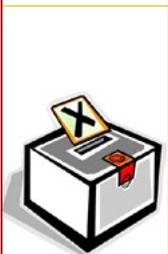
Chair: Ian McKendry, CSS



NEW MEMBERS COMMITTEE

The *New Members Committee* would like to know where the greatest needs are for supporting our new teachers. Please reach out to our Committee Chair if you wish to point out an area where additional support would be helpful to our new members. As you head into term one report card writing, we want to remind you that there is a list of pre-approved comments available in Maplewood that you can use. Please contact the Committee Chair if you have any questions or concerns. Remember you are always welcome to come to a meeting and get involved!

Chair: Sherry Simms, Trent River



POLITICAL ACTION COMMITTEE

In December the Doug Ford government announced to school boards that it is cutting \$25 million to a fund known as Education Programs. That followed a \$100 million cut to school repair budgets made over the summer. As Ontario looks to cost saving measures, our attention should be directed to the \$36 million we spend on EQAO. An ineffective standardized test that creates stress and anxiety for all involved. It's time we focus on Building Better Schools by using meaningful student assessment and directing our dollars to support all of our students and their needs. Is one test really worth \$36 million? Your local says [EQA NO!](#)

Your PAC Chair will head to Toronto on January 29 to meet with Political Action Chairs from across the province to discuss ETFOs direction for the remainder of our current collective agreement. Join us for our next local PAC meeting, contact pac.etfohp@gmail.com for more information.

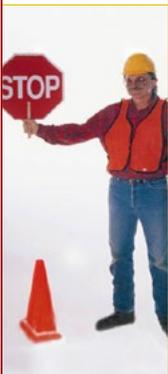
Chair: Danielle Saunders, Queen Elizabeth



SOCIAL AND WELLNESS COMMITTEE

It has been a busy school year for your *Social and Wellness Committee*. Rounding out 2018, 20 members/guests enjoyed a wonderful day of shopping and exploration at the Christmas Market in Toronto. To kick off the new year, we begin with 24 members and their guest enjoying a night at the CAA arena watching the Belleville Sens take on the Toronto Marlies. On Saturday, April 6th we will be hosting another *Social and Show*, which will be followed by our 6th annual *Wellness Day*, is set for the afternoon of Saturday, April 27th. More information on both of these events will be sent out in the very near future. Stay tuned!

Chair: Derek Watt, Trent River



HEALTH AND SAFETY COMMITTEE

Slippery weather is well upon us, the *Health and Safety Committee* would like to remind members that each school should have ice grips for you to wear if you feel that they are necessary while on yard duty. Along with this would also be the importance to report the slippery condition to your supervisor so that sanding and or salting can take place.

In the coming weeks you will see a few major changes coming in regards to health and safety within HPEDSB. The first change will be a move to online reporting for accident and incidents (421-1) as well as Safe Schools incident reporting (378-15) More information will be available once the switch over date is confirmed. Also your health and safety committee was involved in the long process of providing input into two board procedures. Procedures 420 and 421 are currently in the process of a major revision. We were heavily involved in the process and look forward to the new procedures once they are implemented in the coming months. When these are released, please take time to review them and to ask any questions that you have.

Chair: Jason Surgent, Maynooth

Social & Show

brought to you by the ETFO HP Social Committee



On Saturday, December 1st ETFO members enjoyed the Pinnacle Playhouse production of "Rumors". The group met before the play at Federation House for a social. ETFO-HP President Dave Henderson performed in the show. See page 8 for our next Social & Show event.



Changes to the Election Process for: *Standing Committee Chairs and Secretary* — Spring 2019

Vote

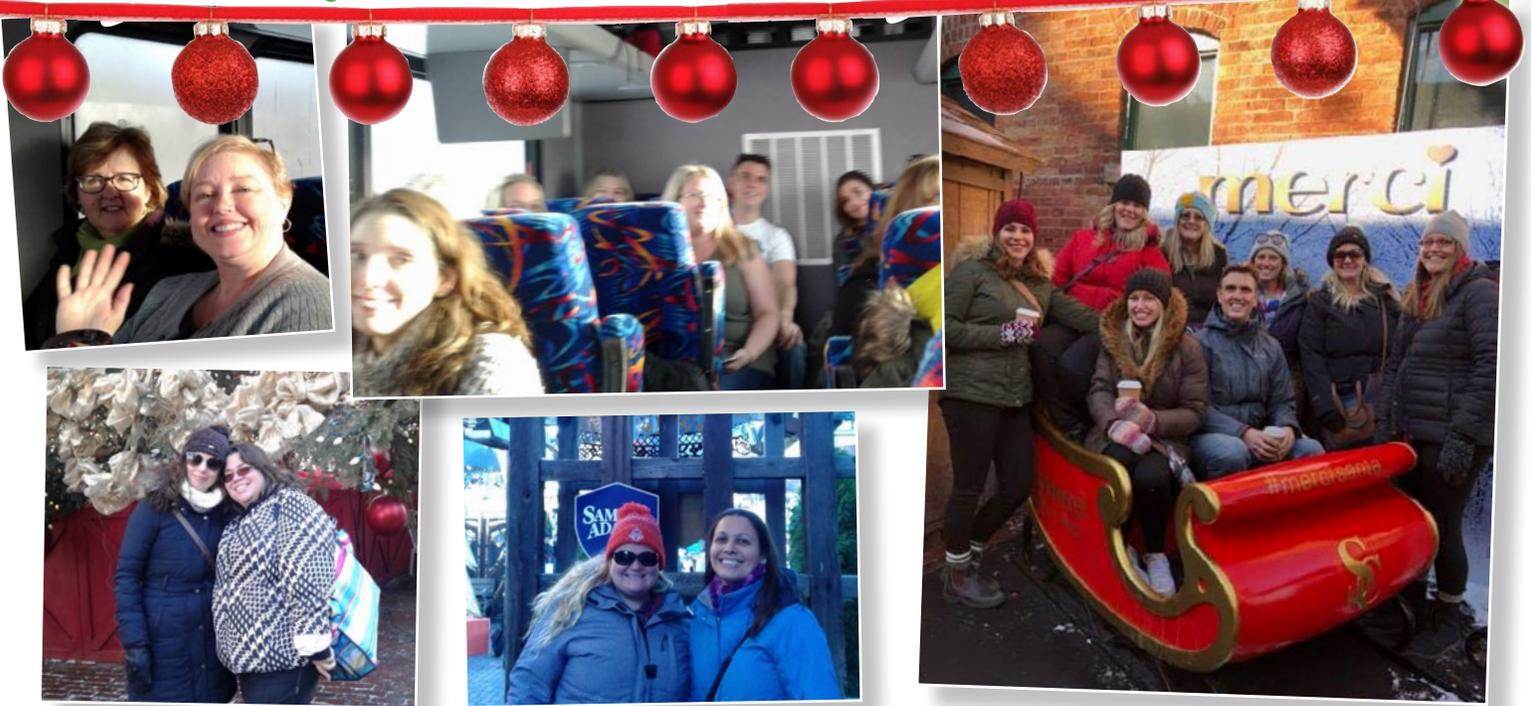
Local ETFO members,

You will soon be asked to participate in the election of our Local delegates to the Federation's Annual Meeting this summer. Over the past few years we have conducted this election via email using OpaVote. Bylaw #8, **Elections for the Executive**, of our Local's Constitution was amended at our Annual Meeting on April 26th, 2018. Section (h) of the Bylaw now states that our elections for the Executive: "...**take place electronically** following the Annual Meeting, as soon as administratively feasible." This change will come into effect this spring when we conduct our regularly scheduled elections for Standing Committee Chairs and our Secretary.

The Task Force that was created to look into our election process recommended that the Local remind members of this change prior to the electronic election occurring this year. Further reminders of this change will also be sent out to our members leading up to the election in the spring.

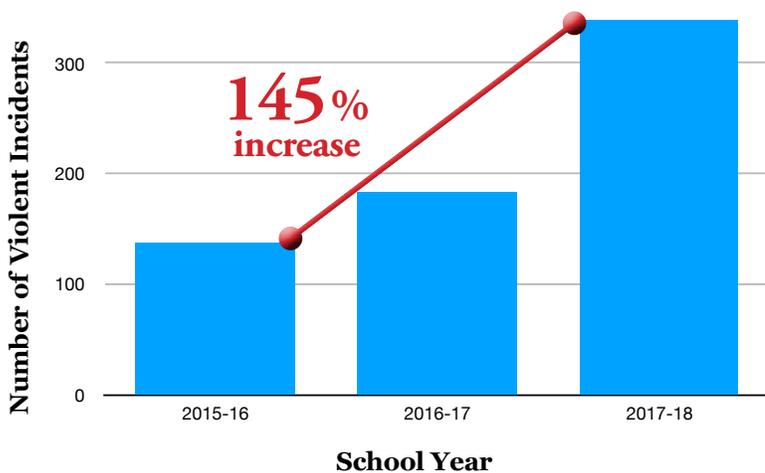
TORONTO CHRISTMAS MARKET TRIP

Saturday, December 8th, 2018



RISE OF VIOLENT INCIDENTS IN THE SCHOOLS

Between September 4, 2018 and December 31, 2018 there were a total of **228** Violent Incidents involving ETFO members.



31 out of **36** schools experienced at least 1 violent incident (between September 4 and December 31, 2018)

Reported Violent Incidents for September – December 2018 represent a **31%** increase over the same period last year.

Family Concerts Are Back!

Opera Candy: The Gourmet Adventures of Hansel & Gretel



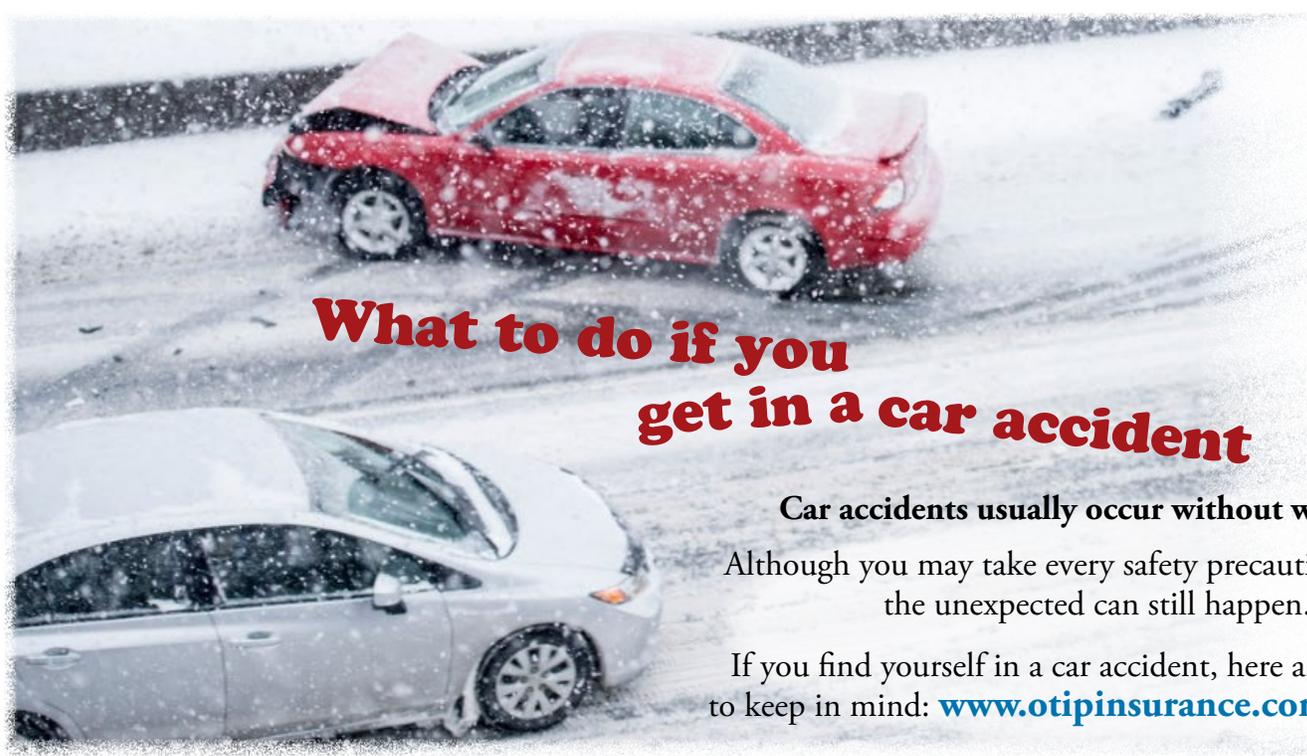
Bring a comfy cushion... and enjoy McDonald's refreshments after the show

Saturday, March 16, 2019
11:00 am (ages 3 – 5)
1:30 pm (ages 6 – 12)
Tickets: \$5.00 (under age 2 free) – All children must be accompanied by an adult
John M. Parrott Art Gallery – Belleville Public Library

Visit cfuwbelleville.com for more information

Sponsored by:

Presented by:



What to do if you get in a car accident

Car accidents usually occur without warning.

Although you may take every safety precaution possible, the unexpected can still happen.

If you find yourself in a car accident, here are some tips to keep in mind: www.otipinsurance.com/article31

NEW WEB-BASED RESOURCE!
smh-assist.ca/emhc

Home Background Helpful Tips Practices Feedback Tutorial Subscribe Contact

Everyday Mental Health Classroom Resource

A free, online, evergreen K-8 resource co-developed by ETFO members and School Mental Health ASSIST. Everyday mental health is based in social and emotional learning (SEL) research.

Explore these easy to use strategies to improve everyday mental health with your students. If you are looking for ways to address the social and emotional learning skills of your students, visit the website to find out how!

Visit smh-assist.ca/emhc for strategies grounded in evidence-based practice.

- Stress Management and Coping Skills
- Emotion Identification Skills
- Positive Motivation Skills
- Self Confidence and Identity Skills
- Executive Functioning Skills
- Relationship Skills

Elementary Teachers' Federation of Ontario
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 136 Isabella St Toronto ON M4Y 0B5
 Telephone: 416-962-3836 Toll Free: 1-888-838-3836
 Fax: 416-642-2424
 etfo.ca

SCHOOL MENTAL HEALTH-ASSIST
 ÉQUIPE D'APPUI POUR LA SANTÉ MENTALE DANS LES ÉCOLES

APRIL 27th, 2019

Wellness Day

Swimming, Skating, Open Gym, and Yoga

at the
QUINTE
 SPORTS & WELLNESS CENTRE
 265 CANNIFTON RD,
 BELLEVILLE

Participate in **One Activity or All Four!**

SKATING: 2:00 – 3:00 p.m.
GYM: 2:00 – 5:00 p.m.
POOL: 3:00 – 5:00 p.m.
YOGA: 2:00 – 3:00 p.m.
 (Adults only)

Pre-Registration is required for Yoga:
 RSVP to Sandy at: osstf29@hotmail.com

YOGA CLASS
 mats provided

FREE FOR MEMBERS!

Family Passes will be available upon request from your School Steward in April

NOTE: Daily ETFO Occasional Teachers, please email Cynthia Rlordon: cyndwest@gmail.com

Brought to you by: ETFO-HP, HAPE-OTL, and OSSTF D29

ETFO (LTD) LONG TERM DISABILITY

Local members, as you know, the ETFO Long Term Disability Plan has been under considerable financial pressure for some time due to a rising increase in the number of member claims. This situation is not unique to ETFO.

Last year, a decision was made to adopt a common plan design in order to create greater stability within the OTIP LTD plans. The rate increase that was set last year was also part of a longer term strategy to start rebuilding the CFR and other reserves in the plan.

As a result of these modifications, ETFO is happy to report that no premium increase is required for the 2019 year.

LTD Premiums Deductions DID YOU KNOW?

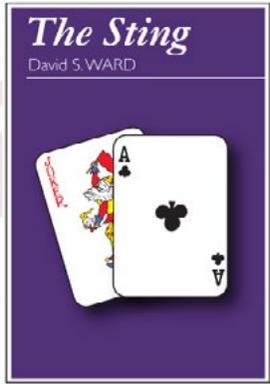
Once you have reached age 65 or are eligible for a 60% unreduced pension (you have 30 credited years of service and have reached the 85 factor) you are no longer eligible for LTD. If this applies to you, you do not have to have LTD premiums deducted from your pay! It is your responsibility to inform the board that you are no longer eligible for LTD and to request termination of LTD premiums. Application for termination by contacting the board is recommended when a member completes 29 years of credit with OTPP to ensure that the termination of LTD premiums occurs at the appropriate time.



Saturday, April 6th, 2019

Social & Show

brought to you by the ETFO HP Social Committee



Appetizers & Refreshments

6:30 – 7:30 p.m.

FEDERATION HOUSE

114 VICTORIA AVE., BELLEVILLE

"The Sting" Show

8:00 – 10:30 p.m.

PINNACLE PLAYHOUSE

256 PINNACLE ST., BELLEVILLE



\$10 per ticket



Enter a seedy world of cons and capers, where nothing is what it seems and no one is who they appear to be. This brilliant stage adaptation of the Paul Newman, Robert Redford film tells the tale of a pair of con men, small-town grifter Johnny Hooker and big-time hustler Henry Gondorff, as they plot to bring down the city's most corrupt racketeer. The Sting takes us back to an era when the stakes are high, the excitement is explosive, and the dice are always loaded.

This event is open to ETFO members and their guests.

RSVP to social.etfohp@gmail.com by Friday March 29th
(Limited number of tickets available / first-come-first-serve)



ETFO Hastings-Prince Edward Teacher Local

Here's a

36 million dollar INEFFICIENCY EQA NO

www.eqano.ca

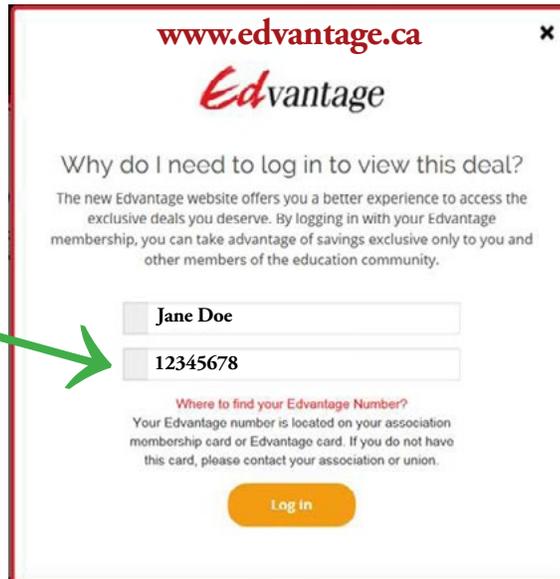
Congratulations To:

- **Erin Rikley** (V.P. Carswell) and husband **Scott** who had a baby girl **Erika** on Dec. 31st.
- **Jody McMillan** (York River) and **Josh** on the birth of their baby boy **Ezra**.

Our Sincere Condolences To:

- **Jennifer Broad** (Frankford) whose father-in-law passed away over the holidays.
- **Karen Cowell** (Park Dale) on the death of her father-in-law.
- **Kate Donaldson** (Mass-Red) whose father passed away on Jan. 16th.

Want to access the *Edvantage* deals?



Lost your ETFO card?
Members should phone the Provincial office at 1-888-838-3836 and ask to speak to "Member Records" if they have lost their ETFO card and need a replacement.

2019 Validation Sticker
The 2019 Validation Stickers for the ETFO card was in the most recent ETFO Voice magazine package. If needed we have additional stickers at the local office.

In order to view the fine details about an [Edvantage](#) deal, members must first login using their ETFO membership number. Your ETFO membership number is shown on the front of your ETFO membership card.

ETFO Hastings-Prince Edward Teacher Local



FEDERATION HOUSE
114 VICTORIA AVENUE
BELLEVILLE, ON K8N 2A8

www.etfohp.on.ca

Phone: 613-968-3707 OR
Toll Free: 1-866-962-3836
Fax: 613-962-4618

Visit our Website for the most
Up-to-Date Calendar of Events
<http://www.etfohp.on.ca/resources/calendar/>

