

It's Elementary

JANUARY 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.



The clock is ticking Minister.

It's time to negotiate.



Affiliated with the Elementary Teachers' Federation of Ontario



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



More Solidarity Photos Inside →



(RIGHT)
All 3 Education Unions in Bancroft on January 21st

PRESIDENT'S MESSAGE:



Central Bargaining

Thanks to all members for standing firm against the Ford government's cuts to education throughout Phases 1 to 5 of our strike protocols. A full withdrawal of services is the last resort, but the government seems more interested in dictating than bargaining. When the government's own negotiators have no authority to discuss measures to mitigate violence in the classroom, when they have no authority to deal with class size issues, when they have not accepted ETFO's proposals for renewed funding for special needs students, and when their own appointed government mediator is powerless, you have to ask yourself what choice do we have? Job actions are stressful for all sides, and strike days have a financial impact on individuals, but the stakes have rarely, if ever, been higher.

At the time of writing, Phase 5 has been announced which will result in two additional strike days for HPE ETFO members, Tuesday, Feb. 4 and Thursday, Feb. 6, if no central agreement is reached by Jan. 31. Thursday, Feb. 6 will involve all 83, 000 ETFO members across the province.

Events are moving quickly. Please check your non-board email for updates from the Local. Visit etfocb.ca for the latest Collective Bargaining bulletins. Don't respond to rumours!

Update: Just after writing the above message, and coincidentally on our Jan. 28 local strike day, it was announced that talks between the government and ETFO will resume for the first time since December 19. This is a positive sign, and possibly evidence that the government is finally beginning to feel the pressure from the job actions initiated by all teacher unions. Strike plans remain in place for Feb. 4 and 6 pending further developments. Stay tuned!

The Issues

From ETFO's perspective, fair contract talks must include:

- Appropriate funding for Special Education;
- A strategy to address classroom violence;
- Maintaining our internationally recognized Kindergarten program;
- Fair hiring practices;
- Class Sizes that meet the needs of elementary students; and
- Compensation that keeps up with inflation

Stephen Lecce is trying to convince the public that the teacher unions are only looking for salary increases and "me too" clauses. Nothing could be further from the truth. From our surveys and bargaining goals, it is clear that the lack of support for children with special needs, large class sizes, and violent incidents occurring in classrooms are the reasons our members are willing to go on strike.



Eastern Region H&S Conference: Jason Surgent, Sarah MacKay, and Kim Isaak attended from our local.

Local Bargaining

The Local Collective Bargaining Committee met earlier this month to finalize our Local Preliminary Submission. Many thanks to Local Chief Negotiator Amira Loney who has given up time on her X over Y to prepare this document. The preliminary submission must now be approved by provincial ETFO prior to the commencement of Local bargaining. According to our CBC's Terms of Reference, the preliminary submission must be presented to and be voted on by the membership before we begin to meet with the Board. An announcement regarding the time and location for the general meeting will be coming in the near future.

Have You Lost Prep Time This Year?

Due to the shortage of OTs and the chronic problem of unfilled vacancies, it is 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 three months, or the end of the school year, whichever comes first (Article L11.05.04).

Change 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 2019-20, there will be 26 pays. During the 2020-21 school year, there will be 27 pay periods. 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 Union is repeating this message in each newsletter this year in order to reduce the surprise factor when the 2020-21 pays begin.

So Long, Farewell...

As I will be retiring on February 29, this is my last newsletter message as your Local President. It has been an absolute privilege to have served as your Local Chief Negotiator, 1st Vice-President, and President over most of the last two decades. I have always felt tremendously supported by the membership in my roles, and together we have been able to make significant positive changes to the Collective Agreement over the years. I leave with the secure knowledge that you will be well represented by Sarah, Jason, Jane, and the entire Local Executive. I wish each and every one of you all the best in the future. Thank you, and good bye! ☺

Dave Henderson
ETFO-HP President

BUILDING BETTER SCHOOLS

The ETFO education agenda

Building Better Schools is ETFO's plan for improving elementary education. There are 8 parts to the plan that focus on everything from the funding formula to inclusive classrooms. One of the key topics in this document is smaller class sizes. Frontline classroom educators identify small class size as the most important factor in their ability to work individually with students and meet their diverse needs. Smaller class sizes improve student behaviour and peer relationships and increase student engagement and achievement in the early grades. Investing in smaller classes will contribute to alleviating the antisocial, aggressive behaviour that can contribute to incidents of classroom violence. For more information go to: buildingbetterschools.ca

Committees usually meet once per month. To see the dates for committee meetings, please visit <http://www.etfohp.on.ca/resources/calendar>



STATUS OF WOMEN COMMITTEE

International Women's Day is celebrated globally on the 8th of March every year in honour of their remarkable contribution to our society. The day also commemorates the inspiring role of women around the world to secure women's rights and build more equitable societies. The *Status of Women Committee* will honour *International Women's Day* by offering a Self-Defense workshop on March 5th please stay tuned for more information. The Committee is also planning the yearly retreat coming in the spring. We meet on the second Wednesday of every month. New members are always welcome.

Chair: Linda Hillier, Sir John A. Macdonald



PROFESSIONAL LEARNING COMMITTEE

We have had a busy time so far this winter. We enjoyed our annual art workshop with Marg McIntyre and had provincial presenter Jane Wamsley present an inclusive arts session from the Arts series. We are looking forward to the spring with plans for a second provincial workshop *Making a Difference* and a household budgeting workshop in April presented by our own past VP Pierre Martin. Look for these workshops in your non-board email. If you have suggestions for any future workshop ideas please send an email to plchair.etfohp@gmail.com

Chair: Jane Scanlan-Price, Foxboro



EQUITY AND SOCIAL JUSTICE COMMITTEE

The *Busting Myths and Misconceptions about Indigenous Peoples Workshop* originally scheduled for January 28th, had to be postponed due to our Strike Day. Registered participants will be notified if the workshop is able to be rescheduled. The committee holds monthly meetings. Please check out the ETFO calendar on our website for dates.

Chair: Ian McKendry, Centennial



NEW MEMBERS COMMITTEE

The *New Member Committee* is still interested in finding out in what areas new teachers continue to need extra support. Please contact me if you have questions or concerns. Check out the provincial ETFO site for upcoming ETFO professional development! Remember you are always welcome to come to a meeting and get involved!

Chair: Sherry Simms, Trent River



POLITICAL ACTION COMMITTEE

Building Better Schools is ETFO's comprehensive plan to create a balanced and world-renowned model for elementary education. One of the key blocks to the plan is more resources for students with special needs. Over the last few decades, funding for special education programs and services has consistently failed to keep up with actual student need.

The funding model for special education programs is based on a predictive model rather than student needs. Funding is disconnected from what is happening in elementary classrooms and the needs of students in our schools. Expanding opportunities for all students to reach their learning and development potential by providing greater support for students with identified special needs and students who are English-language learners should be a prominent goal in our education model.

All students can benefit from Ontario's inclusive approach to public education, provided that they have access to needed supports, including trained professionals in schools. How can you get involved or learn more? Visit https://www.buildingbetterschools.ca/join_home

Chair: Danielle Saunders, Queen Elizabeth



SOCIAL AND WELLNESS COMMITTEE

Congratulations to the 38 lucky members (and their guests) who will be attending the Belleville Senators vs Toronto Marlies game on Friday, February 7, 2020. This is shaping up to be an annual event, so be sure to watch for your opportunity in 20-21!

Our next event will be a Social and Show, featuring "Mamma Mia" at the *Pinnacle Playhouse* in mid-April. More information will be available in late February

Also, be sure to save the date for our 7th annual *Wellness Day* on Saturday, April 25th!

If you have ideas for an event, or would like to become involved, please email Derek at social.etfohp@gmail.com

Chair: Derek Watt, Trent River



HEALTH AND SAFETY COMMITTEE

Winter brings its own set of health safety issues. Ice on the playground and parking lots can lead to falls. All schools should have slip-on ice cleats for staff on yard supervision. Hallways are often wet and slippery after students come in from outside. If you do fall, make sure you seek any immediate first aid as needed. The next step is to document the fall. If you are unsure of what to do, ask your steward. The Health & Safety committee is open to new members. Contact Kim Isaak at healthandsafety.etfohp@gmail.com if you would like more information.

Chair: Kim Isaak, York River

ETFO-HP members showing their support during OSSTF Pickets on Dec 4th and 11th



Painting Workshop *with Marg McIntyre*

We met once again at Foxboro Public School to enjoy and learn from local artist Marg McIntyre. The members worked with acrylics to create festive winter scenes. This workshop has become an annual event that both Marg and the participants look forward to.

We look forward to welcoming Marg again in the future.



Solidarity Walk Ins WTR Day 1



(ABOVE): Kente P.S.

(BELOW): Bird's Creek P.S.



(ABOVE): York River P.S.

Phase One of WTR kicked off on November 26th with ETFO Members gathering together to demonstrate our solidarity and walking in to the school as a group 15 minutes before the day began. This act shows that we are all united in the attack on public education.



(BELOW): Foxboro P.S.

(RIGHT): Maynooth P.S.



Planning to build a BACKYARD ICE RINK?



Skate smoothly with these safety tips

Building a backyard rink can provide hours of winter fun for you, your family and friends. Whether you're teaching your son to skate, lacing up for some after-work exercise or teaching your daughter how to perfect her slapshot, a backyard ice rink will help you make the most of the winter months. But building a winter rink also comes with the responsibility of maintaining it and watching out for safety hazards. [Here are a few tips to keep your family and friends safe on the ice.](#)



For more information, visit www.otipinsurance.com/article56

ETFO-HP Presents

WOMEN'S Self-defense WORKSHOP

OPEN TO ALL WHO IDENTIFY AS WOMEN

MARCH 5TH, 2020

5:00 - 7:00 PM

Venue: *Stevenson Walplak and Associates*
72 Orchard Drive, Belleville K8P 2K7

TAUGHT BY JESSE NELSON

FOCUS ON ALLOWING PARTICIPANTS TO EMPOWER THEMSELVES BY LEARNING SELF-DEFENSE TECHNIQUES

Open to 15 participants
FREE FOR MEMBERS
(Donations to Three Oaks Women's Shelter welcome)

* Dress in regular clothing *

REGISTER AT:
http://bit.ly/ETFOHPE_Self-Defense

FOR MORE INFORMATION CONTACT:
Linda Hillier: statuschair.etfohp@gmail.com

ETFO's Retirement Planning WORKSHOP

WEDNESDAY, APRIL 8TH, 2020

5:00 - 8:00 p.m.

Belleville Banquet Centre

- CPP offset
- CPP at 60 or 65
- Survivor Benefits
- Your Retirement Gratuity
- The Ontario Teachers' Pension Plan
- Buybacks of Credited Service
- Working after Retirement

Presenter: Donna Howey from Provincial ETFO
SNACKS PROVIDED

Register by March 25th at:
http://bit.ly/ETFO_Retirement

FOR MORE INFORMATION CONTACT: Sarah MacKay 613-968-3707 x228

We All Belong: The Inclusive Arts Classroom Workshop

The PL Committee welcomed Jane Wamsley to present the ETFO Arts workshop *We All Belong: The Inclusive Arts Classroom*. Teachers explored inclusive activities in all areas of the arts, drama, dance, music and visual arts. The afternoon was fun and engaging and members left with resources that could be used right away in the classroom.



Get educated on the two types of lines of credit: secured and unsecured.

An unsecured LOC is great for consolidating high-interest loans.

With no fees to set up and a maximum borrowing amount of \$50,000, the unsecured option is ideal for lower-priced needs and those looking to consolidate multiple high-interest credit cards/loans into one, low-interest option.

Need a greater amount of credit? Consider a Secured/Home Equity Line of Credit (HELOC).

A secured LOC (*backed by the equity in your house*) lowers the risk to the lender so you get a lower interest rate, lower monthly payments, and a significantly higher limit. In fact, if you plan to use a significant amount of credit, you can save hundreds of dollars a year with a secured LOC.

The chart below sums up the differences between the unsecured and secured LOCs available through Educators:

	Unsecured	Secured
Benefits	Get access to credit, when you need it	Lower interest rate on credit
	Ongoing access to funds for everyday purchases	Ongoing access to funds for larger purchases, debt consolidation, and home renovation
Security required	No	Yes
Lending range	Maximum \$50,000	The highest credit limit available to you (up to 80% of the value of your home)
Rate	Variable, higher than a secured line of credit	Variable, lower than an unsecured line of credit
Term	Open	Open

Educators Financial Group has some of the lowest rates on LOCs around, and they're only available to Ontario education members and their families. Visit: educatorsfinancialgroup.ca/LOC to see rates.

Whether you're looking for comprehensive credit advice, competitive rates, or a combination of both, we've got you covered. An Educators lending specialist will have the answers to all your borrowing questions, and can help you decide the best way for you to get the money you need.

To speak to a financial specialist call us at 1.800.263.9541 or go to: <https://educatorsfinancialgroup.ca/get-started>

FREE FOR MEMBERS!
APRIL 25th, 2020

WellnessDay

Swimming, Skating, and Open Gym

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

GYM: 2:00 – 5:00 p.m.
SKATING: 2:00 – 3:00 p.m.
POOL: 3:00 – 5:00 p.m.

Participate in One Activity or All Three!

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

NOTE: Daily ETFO Occasional Teachers, please email Cynthia Flordon: cyndowncast@gmail.com

Brought to you by: ETFO-HP, HAPE-GTL, and OSSTF U29



(LEFT) André Mrozewski
Bayside S.S. [e] steward



(BELOW) Members from
Bird's Creek Public School

Congratulations To:

- **Brittany Gray** (Sir John A) on the birth of a baby girl *Piper* on Nov 25th

Our Sincere Condolences To:

- **Tracy Battman** (Frankford) whose grandfather passed away
- **Kelly Kavluk-Cassidy** (Tweed) whose mother-in-law passed away
- **David Fry** (Park Dale) whose father passed away
- **Kelsey McKibbon** (PECI and CML) whose mother passed away
- **Danielle Miller** (Frاندford) whose father-in-law passed away
- **André Mrozewski** (BSS [e]) on the loss of both his mother and father
- **Jennifer Walmsley** (Kente) whose father-in-law passed away

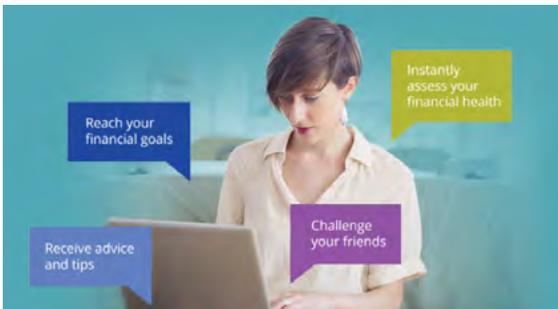


Retired Former VP Pierre Martin supporting OSSTF Pickets in Peterborough with Kawartha Pine Ridge ETFO President Shirley Bell

Education pays off. Take the Financial Kickstart Challenge!



www.educatorskickstart.ca



Want to get ahead? Let's get started!

Take the first step towards achieving financial savviness with the Financial Kickstart Challenge.

This easy questionnaire will quickly help us assess where you are financially, then we'll help get you where you want to go. All it takes is a few simple questions. Over the coming weeks, we'll send you important advice and tips you won't want to miss!

Take the Financial Kick Start Challenge today!

ETFO Hastings-Prince Edward Teacher Local



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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/>

