

# It's Elementary

January 2024

ETFO Hastings-Prince Edward Teacher Local

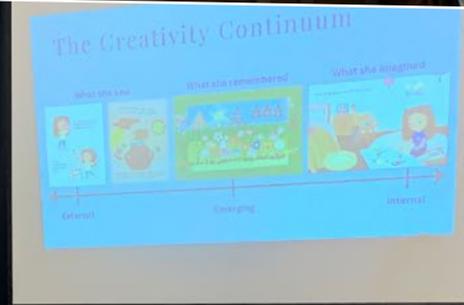
Supports and Promotes the Professional and Personal Development and the well-being of its Members.  
It does so in a Climate of Mutual Respect, Fairness, Equal Opportunity, Collegiality, Clarity of Process and Democracy.



## Loose Parts – Art Educator W · O · R · K · S · H · O · P

Members gathered at Stirling Public School to participate in a hands-on workshop presented by author Angela Oduanya. During the session they were able to apply cross curricular learning using loose parts to develop engaging activities for use in their classrooms.

— more images on page 7



## PRESIDENT'S MESSAGE:



Happy New Year! I hope everyone was able to take time for themselves and recharge over the winter break.

### Central Bargaining

As I hope you are aware, ETFO Teachers and Occasional Teachers reached a Central Agreement with the Ontario Public School Boards' Association (OPSBA) and the Ontario government.

Teacher and Occasional teacher members of ETFO voted 90% in favour of accepting the four-year central agreement, which is from September 1, 2022, to August 31, 2026. Thank you to all of those who cast their vote in the ratification process.

### Local Collective Bargaining

The Local has been actively working toward a new Collective Agreement. We have met with the Board several times prior to the winter break. There are still a number of outstanding issues to discuss, and we have 3 bargaining date set for January. Keep in mind that we must have a Local deal in place before the terms of the Central Agreement take effect (with exception to the Bill 124 imposed salary arbitration settlement).

### Workshop, Socials and Professional Learning

The Local Executive Committee Chairs have organized and provided many professional learning and social activities again this year. This includes Exploring the Interconnectedness of Kanyen'kéha (Mohawk) and the Land, Equity and Status of Women book clubs, Women in Action, a Teacher Performance Appraisal workshop, a Pregnancy and Parental Information Session, subsidized local theatre and Belleville Senator's tickets, a New Members Paint Night, Loose Parts and Their Value in Art workshop, and a multi-session book club focused Executive Function Skills in the Classroom which is being co-sponsored by the

Board. Even more events are happening soon or are being planned for later in the year. Events are advertised on our ETFO Hastings Prince Edward - Teacher Local Facebook page and/or are sent to steward or directly to members via non-Board email. You can also check elsewhere in this newsletter for PD opportunities which you might consider as part of your own professional growth. If you are interested in joining any of our committees to plan, organize or share ideas for upcoming events, please see the Committee Corners page in this newsletter or contact the Local Office.

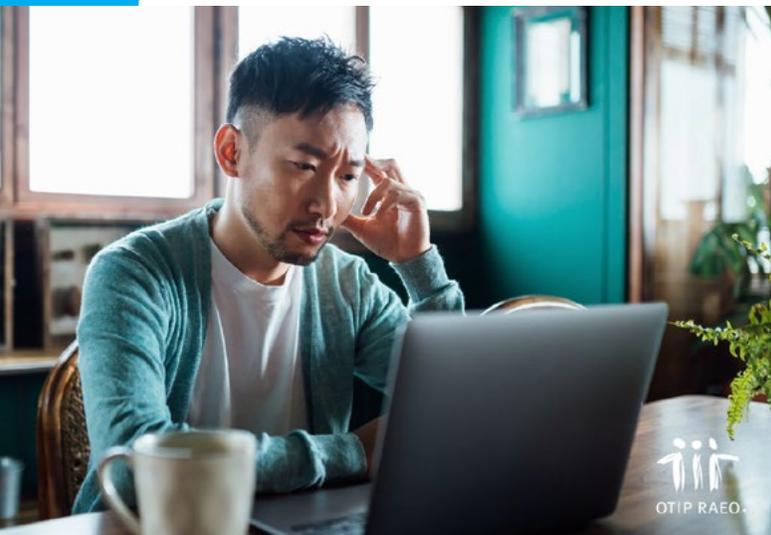
### Assessment and Evaluation PA Days

Remember that the February 2<sup>nd</sup> and May 31<sup>st</sup> PA Days are teacher-directed for the purposes of assessment, evaluation, and the preparation of report cards. No meetings or PD, voluntary or not, are to take place. Since these are the only two days we get for report card preparation, it is important that the right message is sent by using them only for that purpose. If you have any questions about the use of "professional judgement" when competing reports, please feel free to call the Local Office.

### ETFO Annual Meeting August 2024

Each August, over 600 ETFO members from across the province attend the ETFO Annual Meeting to receive reports of the officers and committees, to elect officers (but not in 2024), to receive financial statements and to debate and vote on motions. Almost all expenses are paid either by the Local Office or Provincial ETFO. There is also child care provided. This year the ETFO Annual meeting is being held at the Sheraton Centre Toronto Hotel August 12-15. Our Local is able to send 6 delegates, three of which are the 3 Release Officers. At the end of January, an email calling for nominations for the remaining 3 delegate spots will be sent to all members non-Board email. If you are looking to become more involved in ETFO, this is a great way to do so and I would encourage you to put your name forward. If there are more than 3 nominations, there will be a local vote to determine the 3 delegates.

*Sarah MacKay*  
ETFO-HPE President



## Burnout and Stress 101: Finding Balance with Mindfulness

In today's fast-paced world, it's no surprise that burnout and stress are common challenges millions face. As society places increasing demands on our time, energy, and mental capacity, many feel drained, unfulfilled, and overwhelmed.

However, there is a secret tool for gaining mental clarity and a sense of inner peace. Here, we'll get into the complexities of burnout and stress and discuss how mindfulness can pave the way to enhanced well-being.

Read more at [www.otip.com/article176](http://www.otip.com/article176). #OTIPUpdate



### STATUS OF WOMEN COMMITTEE

Chair: Shani Doucet, Prince of Wales

Welcome back to a new year. We hope you had a wonderful and well deserved break. Thank you to all who attended our December book club and book exchange. Looking ahead, February 11<sup>th</sup> is *International Day of Women and Girls in Science* and we will be hosting another book club in February. Plans have started for *International Women's Day 2024* so keep an eye out for this fun event. The Status of Women's committee is also planning a few more events for the spring, including a hygiene drive for our local women's shelters. If you are interested in joining our committee and helping Danielle, Adrienne, Sarah, Jane and Shani plan some fun events. Please send an email to [statuschair.elfohp@gmail.com](mailto:statuschair.elfohp@gmail.com), we welcome new ideas and members.



### PROFESSIONAL LEARNING COMMITTEE

Chair: Teresa Hadley, Stirling

It's been a fun few months of learning together! In November we hosted two workshops. The first, Exploring The Interconnectedness of Kanyen'Keha (Mohawk) and the land was facilitated by new authors, and previous members of our local, Gail Bant-Terry and Dianne Sedore-McCoy. Next, educators joined us for an evening of hands-on learning to consider the educational value of loose part art with author Angela Odusanya. In December, members enjoyed creating a beautiful holiday watercolour painting with member Rachel Seaver and left with new techniques to teach their students. This month, we are hosting a wet felting workshop. Members will leave with their own handmade wet felted play mat and other accessories for small world play. Beginning this month, we are also co-hosting a book club with HPEDSB and author Laurie Faith focussed on her book, *Executive Function Skills in the Classroom*. There are 4 sessions between now and March. Other upcoming workshops include ReNEWal in the Arts and Inspire and Inquire.



### EQUITY AND SOCIAL JUSTICE COMMITTEE

Chair: Jamie Stevenson, Coe Hill School

The Equity and Social Justice Committee has been busy meeting monthly. During these meetings, we have been working on updating our local's land acknowledgment, planning a book club event for Richard Wagamese's book *Embers*, networking with other local agencies and organizations that represent equity-seeking groups, and brainstorming ideas to engage new members. Moving forward, we are exploring the possibility of offering an ETFO provincial workshop to members around the ever-important topic of Poverty. We are always looking for members to join the Equity and Social Justice Committee, in particular member's in equity-seeking groups. Keep an eye on ETFO-HP's Facebook page for our next meeting later this month. All are welcome!



### NEW MEMBERS COMMITTEE

Chair: Sherry Simms, Trent River

Happy January! I hope you all had a chance to rest up over the break and that your return to school was smooth. I'm including a resource that could be used in the classroom or help guide you in your teaching for Black History month in February.

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>

Good luck on writing your report cards. It's a great time to touch base with your mentor to review and create comments. Look for a little treat in the courier from the New Member Committee in the coming weeks!

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!



### POLITICAL ACTION COMMITTEE

Chair: Danielle Saunders, Queen Elizabeth

Ontario's education funding formula was set in 1998. This formula doesn't meet our schools current needs. Informing our members of important messages like these are the focus for the Political Action Committee this year. If you are interested in politics contact Danielle Saunders at [pac.elfohp@gmail.com](mailto:pac.elfohp@gmail.com) to get involved!



### SOCIAL AND WELLNESS COMMITTEE

Chair: Derek Watt, Trent River

Happy New Year! Thank you to everyone who attended events through the Fall of 2023. There are lots of exciting activities scheduled for the first half of 2024! Be sure to check our Local's Facebook page, and watch for emails! Saturday January 20<sup>th</sup>, join us for an evening of axe throwing and escape rooms at the *Breakout Room* in Belleville. On Thursday, January 25<sup>th</sup> there will be an evening of Trivia at the *Bancroft Brew Pub*. And to work out that report card frustration, we will be offering sessions at Belleville's *Shatterhouse* on Saturday February 10<sup>th</sup>. Stay tuned for more events!



### HEALTH AND SAFETY COMMITTEE

Chair: Stephanie Donaldson, Tyendinaga

You have a duty to report violent incidents regardless of a person's age, needs or other mitigating factors. Please continue to report all violent incidents using **CLEVR**: <https://www.elfohp.on.ca/accidentviolent-incident-reporting/>

Slips and falls can be common during the winter months. All schools should have ice cleats available for your use. Make sure to use them during yard duty. If you do fall and are injured, report it and seek medical attention. Inform the medical care provider that the injury occurred in the workplace and WSIB forms will be required. Notify the board using the accident form in **CLEVR** <https://www.elfohp.on.ca/accidentviolent-incident-reporting/> and follow up with the local office with regards to next steps.

Are you interested in learning more about Health and Safety? The Workers Health and Safety Centre has virtual training sessions available for members. If you are interested in any of these courses or are interested in joining the Health and Safety Committee, contact Stephanie Donaldson at [healthandsafety.elfohp@gmail.com](mailto:healthandsafety.elfohp@gmail.com).

# FIRST WORDS WORKSHOP

## Tyowennatyerénhton First Words

Referencing the book *Tyowennatyerénhton First Words*, authors and educators Dianne Sedore-McCoy and Gail Brant-Terry presented members with engaging ways to incorporate Kanyen'kéha (Mohawk) into a variety of grade levels and curriculum areas. This workshop provided an overview of how to create a learning environment that works toward culturally sustainable education practices that embed Indigenous languages every day. Members left with copies of the book that includes links to audio files as well as audio of the Kanyen'kéha pronunciations.





# Painting with Rachel



Member, Rachel Seaver, led members through a water colour painting session in December. Members left with a classroom ready lesson to use with a variety of grade levels.

**DID you?**  
**KNOW?**

*—this formula does not meet  
our schools current needs*

**ONTARIO'S EDUCATION  
FUNDING FORMULA  
WAS SET IN 1998**

**IN OUR PROVINCE**

ETFO FEEO

- Violence in Schools: **42%** of members have suffered physical injury.
- **40,000** trained teachers are not teaching in Ontario.
- Inflation has increased **13.35%** since 2018.

**IN OUR LOCAL**

- Over **1000** Violent Incident Reports in the 2022-2023 school year.
- Boards per student allocation went up by **7.9%**.
- Wages have increased **5.6%** since 2018.

**17% IN THEIR FIRST 5 YEARS — LEAVE THE PROFESSION**

Loose Parts — Art Educator  
W · O · R · K · S · H · O · P



ETFO's *Pension & Retirement* WORKSHOP



Presenter: **Mark Butt**  
from ETFO Provincial

Monday,  
February  
12<sup>th</sup>, 2024

5:00 p.m.  
at Federation House

- CPP Offset
- CPP at 60 or 65
- Survivor Benefits
- Your Retirement Gratuity
- Buybacks of Credited Service
- Working After Retirement

Do You See Retirement On Your Horizon



Registration Deadline: Feb. 5<sup>th</sup>  
[https://bit.ly/ETFO\\_Retirement2024](https://bit.ly/ETFO_Retirement2024)

Co-sponsored by: ETFO-HPE Social and New Member Committees

THURSDAY, JANUARY 25<sup>th</sup> 2024

ETFO's TRIVIA NIGHT

7:00 P.M. START

TEAMS OF 4-5

Appetizers will be provided (not including drinks). Prizes for winning team(s).

4 Bridge St. W

Trivia Master:  
**Brian Goodwin**



REGISTER YOUR TEAM BY JAN. 22<sup>ND</sup>  
[https://bit.ly/Bancroft\\_Trivia](https://bit.ly/Bancroft_Trivia)

**FREE** for members and guests - (adults only)

ETFO Hastings-Prince Edward Teacher Local

**Congratulations To:**

- **Julie Carrier** (Trent River) — baby
- **Laura MacIsaac** (Harmony) — baby
- **Taylor Graham** (CHS) — baby
- **Emily Stapley** (SMES) — baby
- **Jocelin Maines** (CHS) — baby boy



**Our Sincere Condolences To:**

- **Lindsay Paul** (SMES) — Loss of father
- **Nicola Toomath** (Mass Red) — Loss of father
- **Jennifer Wright** (HJC) — Loss of father
- **Erin Prinzen** (PECI) — Loss of father

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**ETFO Hastings-Prince Edward Teacher Local**

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Affiliated with the  
Elementary Teachers' Federation of Ontario



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