

It's Elementary

June 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.

ETFO-HPE members participated at the Bay of Quinte Pride Walk at Zwicks Park on June 11th, 2022



ETFO-HPE is a proud supporter of 2SLGBTQ+ Pride.

**PUBLIC
Rainbow
Intersectional
Diversity
EDUCATION**

ETFO Heart and Art Blog

Looking for some summer reading ideas? Check out ETFO's Heart and Art blog at <http://heartandart.ca>

Members have been posting here since 2011 and there are 100s of ideas featuring a wealth of wisdom from educator colleagues.



2022 Ontario Pride Events

Kingston Pride
kingstonpride.ca
June 9-19

Thunder Pride
thunderpride.ca
June 10-18

Guelph Pride
guelphpride.com
June 10-19

Bay of Quinte Pride
facebook.com/BoQpride
June 11

Borderland Pride - Fort Frances
borderlandpride.org/2022
June 11

Sarnia-Lambton Pride Fest
facebook.com/SarniaPrideandTransgenderAssociation
June 15-17

Brantford Pride
brantfordpride.ca
June 17-19

Grey Bruce Pride
facebook.com/GreyBrucePride
June 18

York Pride
yorkpridefest.com
June 18

Pride Toronto
pridetoronto.com
June 24-26

Pride London
pridelondon.ca
July 14-24

Muskoka Pride
muskokapride.com
July 15-24

Simcoe County Pride
simcoepride.com
July 25 - August 7

Windsor-Essex Pride Festival
wepridefest.com
August 3-7

Capital Pride
capitalpride.ca
August 21-28

Peterborough Pride
peterboroughpride.ca
September 16-25

PLEASE NOTE: Dates were in effect at the time of printing. Members are encouraged to check the individual websites prior to attending any of the Pride events or visit etfo.ca.

PRESIDENT'S MESSAGE:



Staffing

The spring staffing process was completed by the Joint Staffing Committee on June 9th. We were able to place all of our Surplus to School (TAT) members and almost all of our Surplus to System (STS) members into positions for September. Although we are hiring for one French position and two in the north, we still

have five STS members. 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.

Bill 115 Remedy

I have had many inquiries as to when members will see their money from the Bill 115 Remedy. ETFO is currently reviewing the employment data from the Ministry of Education and teachers should be told the amount they will be receiving sometime in August. Following that, there is a process for filing and resolving disputes. As of now, the anticipated time for members to receive their remedy payment is **April 2023**.

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.

Reminder of the changes to Pay Periods for 2022-2023

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, a Letter of Agreement was signed that will saw 27 pay periods for 2021-2022 and again in 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. So again, in the 2022-2023 school year we will have 27 pay periods.

Provincial Annual Meeting

ETFO's Annual Meeting will take place in Toronto from August 15-18. In addition to myself, your Local representatives will be Jason Surgent, Jane Scanlan-Price, Amira Loney, Justine Bucknell, Lynn van der Woude and Ryan Blake. We will actually be attending in person this year for the first time since 2019. We are looking forward to seeing everyone in person again!

Who would have thought that we would again be saying: "It has been quite the year but you have made it!". As we move into the summer, take time to recharge, relax and rejuvenate your mind and body. Wishing everyone a safe and happy summer with family and friends!

Sarah MacKay
ETFO-HP President



Stay Informed About Central Bargaining

ETFO uses many ways to keep members up to date with the most current bargaining-related news. Those ways include:

- central bargaining bulletins;
- the Collective Bargaining eNewsletter;
- a specialized collective bargaining website (www.etfocb.ca);
- a member-only [Collective Bargaining Facebook Group](#) managed by ETFO Provincial.

ETFO also uses phone calls, texts and mail via Canada Post to keep members informed and engaged in the bargaining process. To keep you in the loop, ETFO needs your current contact information (address, phone numbers, email) on file.

Update Your Contact Information with ETFO

If you aren't receiving ETFO emails (like the Collective Bargaining eNewsletter) or correspondence at home (e.g., *Voice* magazine), email ETFO's Member Records Department at memberrecords@etfo.org and provide your current contact information.

In your email to Member Records, be sure to include **your first and last name**, as well as **your ETFO ID number**.

On June 13, ETFO served notice to bargain on the Ontario Public School Boards' Association (OPSBA), the Ontario Catholic School Trustees' Association (OCSTA) and the government. Notice to bargain advises them of ETFO's intention to renegotiate Teacher, Occasional Teacher, Designated Early Childhood Educator, Educational Support Personnel, Professional Support Personnel and other ETFO bargaining unit collective agreements that will be expiring as of August 31, 2022.

Under the *School Boards Collective Bargaining Act*, central table partners must now meet within 15 days, or a mutually agreed-upon time, to start discussions that will determine the list of issues to be negotiated at ETFO's Teacher/Occasional Teacher and Education Worker Central Tables. Members will be apprised of these meeting dates when they are confirmed.

Check [ETFO's CB Website](#) for more information about notice to bargain.



STATUS OF WOMEN COMMITTEE

Chair: Shani Doucet, Prince of Wales

As we wrap up the year, the Status of Women would like to thank the members who so actively participated in our programming this year. It was great to gather virtually and finally in person with so many women educators. We very much look forward to next year when we hope to offer more options for women educators to learn and become involved in ETFO. The committee is always open to new members and ideas. We look forward to connecting with members in the 2022-23 school year.



PROFESSIONAL LEARNING COMMITTEE

Chair: Lynn VanderWoude, Bird's Creek

Our next Professional Learning program will carry over the summer. A group of educators will be continuing their learning by participating in a book club using the new ETFO resource [Building and Enriching Partnerships in Kindergarten](#). In the fall they will gather to go discuss the book and share ideas about the Kindergarten classroom. We are planning for activities next year and hope to be offering several in person workshops. If you have professional learning ideas to share or are interested in becoming more involved, please reach out to Chair Lynn at plchair.efohp@gmail.com.



EQUITY AND SOCIAL JUSTICE COMMITTEE

Chair: Brooke Ray, York River

The *Equity and Social Justice Committee* would like to recognize that June is both Indigenous History Month and Pride Month. There are events through out the province and locally to recognize both. The *Bay of Quinte Pride* was held at Zwicks Park on June 11. The Mohawks of the Bay of Quinte will celebrate *Indigenous Peoples Day* on June 21 at the Mohawk Fairgrounds, 1807 York Road from 10:30 to 3:00. ETFO also has classroom resources to support learning around each of these important topics at <https://etfofmi.ca/>, <https://www.etfo.ca/socialjusticeunion/2slgbtq/2slgbtq-resources> and <https://shop.etfo.ca/collections/resources>.



NEW MEMBERS COMMITTEE

Chair: Sherry Simms, Trent River

We were so excited to be able to meet in person at the Beaufort Arms on May 26 to socialize and meet with our new members. We are very hopeful that we will be able to host more in person events in the fall of 2022. We have a very active committee but are always interested in having others join us. Please reach out to Chair Sherry newmembers.efohp@gmail.com if you are interested in joining the committee.



POLITICAL ACTION COMMITTEE

Chair: Danielle Saunders, Queen Elizabeth

Your voice matters. PAC wants to thank all members who voted in the recent provincial election. It may not have been the result many of us were hoping for, but we need to stay active and engaged as voters. We asked members to take a selfie outside of their voting station and post it on our local's Facebook Page for a chance to win a gift card to a restaurant. We have sent the cards out to the winners. We are heading in to a negotiation year and can expect it will be a challenging one. We need your help to get organized and rally our members, if you are interested in politics and want to be involved in the *Political Action Committee* please contact Chair Danielle Saunders at pac.efohp@gmail.com



SOCIAL AND WELLNESS COMMITTEE

Chair: Derek Watt, Trent River

It has been a busy Spring! In April 45, people took part in our 2nd annual online Trivia night, while 68 attended the Belleville Senators final home game of the season! Our last event for the year saw 30 people singing along to *Mama Mia* at the *Pinnacle Playhouse* on Saturday June 4th.

I would like to thank all of the members and guests who attended our various activities this year. A special shout-out also goes to my team of Sarah, Jason, Jane, Ashley, Diana, Jade, Lindsay and Lynn for all of their time, effort and support.

On behalf of the committee we wish you a great end to the school year, a safe and restful summer, and we'll see you in the Fall!



HEALTH AND SAFETY COMMITTEE

Chair: Kim Isaak, York River

We all know that June is a demanding month for educators, and it is important to look after yourself mentally and physically. Work place injuries are more likely to happen when we are tired and under pressure. Do take frequent breaks when working at the computer for extended periods of time and be sure to have a workspace that meets your ergonomic needs. We are nearly at the finish line and identifying hazards to prevent injury are a key part in helping us get to a safe and restful summer.



Summer break: a financial checklist

To ensure your summer finances flow smoothly, we've put together the following checklist (*which includes a few educator-specific points you'll want to pay close attention to*):

Checklist item #1:

Contract coming to an end? Make sure to file your paperwork for EI earnings.

If you are an educator whose contract comes to an end at the close of the current school year (*and you have not yet signed a new contract for next school year*), you may be paid Employment Insurance (EI) benefits. If you qualify for EI, you'll want to make sure you submit your claim as early as possible, so you have uninterrupted cash flow over the summer months.

Checklist item #2:

Newly retired? Don't forget to apply for medical/dental benefits.

You've poured your heart and soul into your education career (not to mention years of pension contributions) and now it's finally going to pay off. Keep in mind though, as soon as you hit retirement, you'll no longer have the medical and dental benefits you had while you were working. Which means you'll have to apply for supplementary coverage. There are three plans retired education members can choose from where premiums are deducted directly from your Ontario Teachers' Pension Plan (OTPP) income: ARM Retiree Health Insurance Plan, The Retired Teachers of Ontario (RTO), and The Retired Teachers Insurance Plan (RTIP). You can also choose to go with supplementary coverage outside of these three plans—however, you will then be directly responsible for ensuring premiums are paid. Regardless of which supplementary plan you end up deciding on, be sure to apply for coverage before you retire to ensure uninterrupted benefits. To avoid the dreaded medical questionnaire, apply within 60 days of your group plan coverage terminating.

Checklist item #3:

Check in on the progress you've made on your financial goals.

Was THIS the year you were going to save for a down payment to purchase your first home or build up a renovation fund to update your current abode? Or maybe you were finally going to put money away for your future '4 over 5' goal of travelling the world. Whatever goals you set for yourself back in January—it's time to see just how far you've come toward achieving those goals. The reason why it's so important to check your progress *before* you set off on your summer adventures is so you can see whether you need to adjust your budget in order to keep those goals on track.

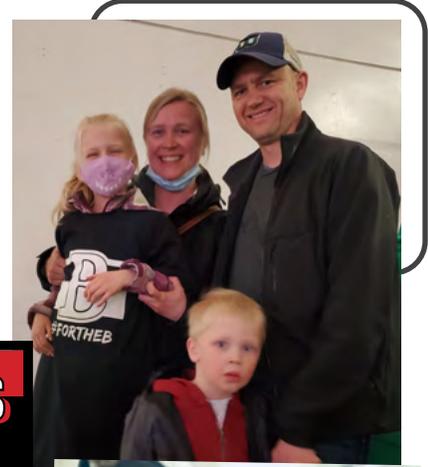
For the full article and remaining items on the checklist visit:

<https://www.educatorsfinancialgroup.ca/affiliate/article009>

For financial advice, contact us today: <https://www.educatorsfinancialgroup.ca/affiliate/F2206/get-started>

Brokerage License 12185

Belleville SENS Night



Belleville Senators vs Toronto Marlies



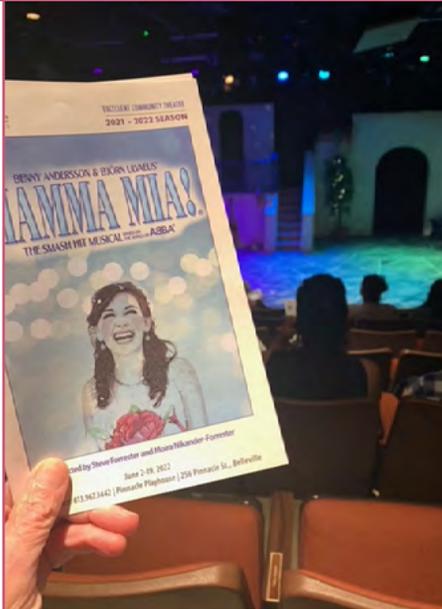
Saturday, April 30th

He Shoots he Scores! It was an exciting match for the B-Sens and the Toronto Marlies, with a win for the home team, which was hard to tell with all the blue and white in the crowd. This was the last home game for the Belleville Sens regular season and they were piped out by the Belleville Pipe and Drum Band.



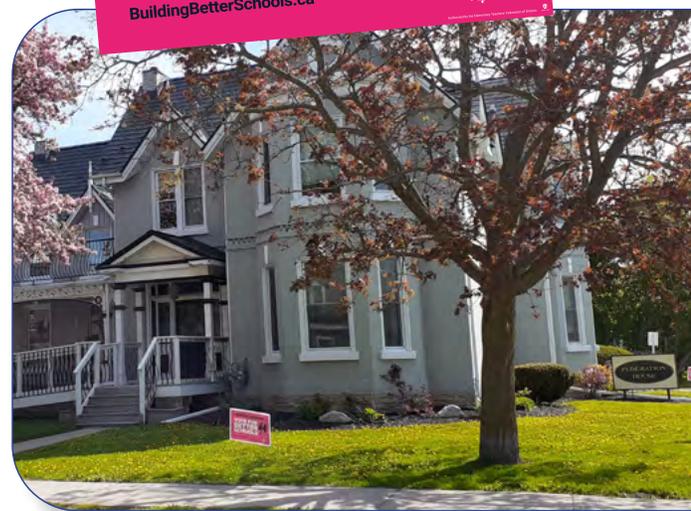
Saturday, June 4th, 2022

MAMMA MIA! SHOW



The *Belleville Theatre Guild* was finally able to present their long awaited production of *Mamma Mia*. We were very pleased to support our local arts community by subsidizing 30 tickets to the show.

We look forward to future productions presented at this local institution so be sure to watch your non-board email next fall for new productions.



New Member Social

MAY 26, 2022

held at the Beaufort Pub



The New Members Committee was so thrilled to host an in person social at the Beaufort Arms on May 26. It was great to finally start to meet everyone. We are hoping to host more events next year for our newest ETFO members.

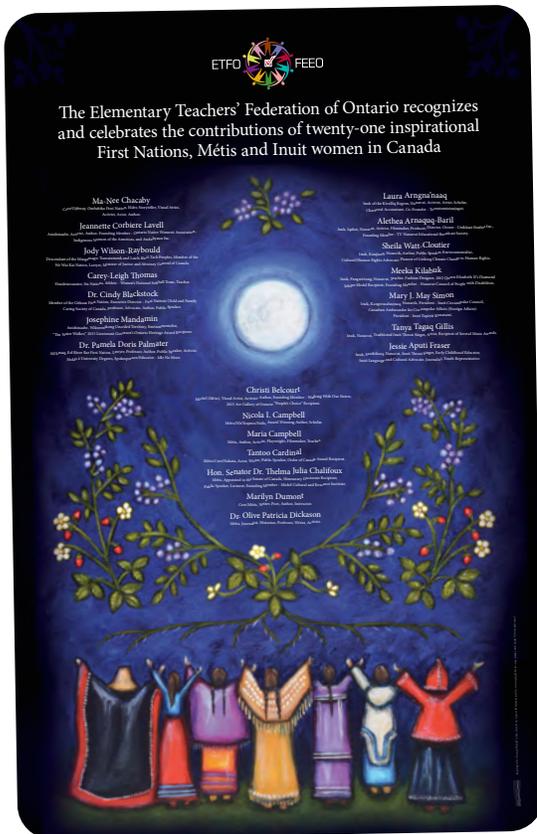
National Indigenous Peoples Month and Day June 21

In cooperation with national Indigenous organizations, the Government of Canada designated June 21 National Indigenous Day. This date was chosen because it corresponds to the summer solstice, the longest day of the year, and because for generations, many Indigenous groups have celebrated their culture and heritage at this time of year.

National Indigenous History Month is a wonderful opportunity to learn about the cultural diversity of the First Nations, Métis and Inuit in Canada, and to celebrate the unique contributions and presence of Indigenous Peoples.

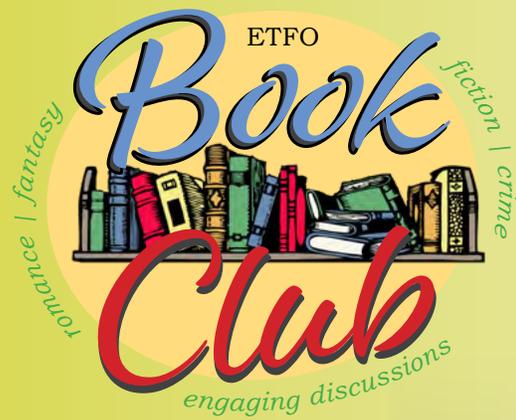
To learn more about Indigenous Peoples worldviews using ETFO developed instructional resources, please check out etfofmi.ca and shopETFO.

For member resources, ETFO members can log in to ETFO Secure.



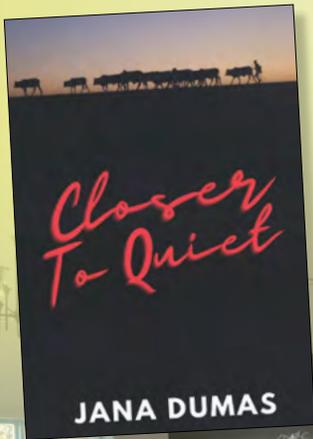
This spring, the ETFO-HPE Status of Women Committee donated over \$500 in products and a monetary donation to the United Way's Period Project Campaign.





The Status of Women Committee is offering a series of book clubs.

THURSDAY, **APRIL 28TH**
at The County Emporium



Our third selection for this year was

Closer To Quiet by **Jana Dumas**.

This session was open to 25 women members or members that identify as women.

Jana, the author and HPEDSB teacher, was able to join us!





Congratulations To:

- **Meghan Dean** (Virtual School) on the birth of a baby girl
- **Dane Ellis** (Trenton High) on the birth of a new baby

Our Sincere Condolences To:

- **Wanda Dicks** (Central Hastings) for the loss of her father and mother
- **Christine Simpson** (Sir John A Macdonald) for the loss of her brother
- **Shannon Binder** (Trustee) for the loss of her mother
- **Pierre Martin** (Lifetime member) for the loss of his brother
- **Shani Doucet** (Prince of Wales) for the loss of her mother in-law
- **Melanie Howard** (Harmony) for the loss of her brother

Summer ACADEMY

This year our Summer Academy courses will be held in person at locations across Ontario. Please read each course description carefully for course-specific details including course description, dates, technology requirements, location, topics, and grades. Courses will run for three consecutive days between 9:00 a.m. and 3:30 p.m.

There are dozens of practical courses being delivered by experienced and dynamic presenters from across the province.

For registration information follow <https://events.etfo.org/courses/summer-academy/>



Renovations That You Should Call Your Insurance Broker About

If you're like many other Canadian homeowners who have recently come out of the pandemic, chances are you have either completed some type of renovation or have something planned in the future. Here's a list of situations that are important to review with your broker ahead of time.

Read more at www.otip.com/article148.

ETFO Hastings-Prince Edward Teacher Local

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Affiliated with the
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