

It's Elementary



March 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 Local ANNUAL MEETING

IN-PERSON at THE BANQUET CENTRE

1 Alhambra Square, Belleville

Thursday, April 21st, 2022

5:00 p.m. START

General Business Session:

In accordance with the Local Constitution, Article VIII, the Annual Meeting shall:

Approve a Draft
Budget
for 2022-2023

Election of:
President
1st Vice-President
2nd Vice-President
Treasurer

Approve
Amendments
to the
Constitution

Receive
Annual
Reports

Provide
Direction
for the
Local for
2022-2023

Undertake
New Business

Article VIII, Constitution:

"The Annual Meeting of the Local shall be held prior to May 1st each year"

PRESIDENT'S MESSAGE:



Lost Prep Time

March Break seems so long ago. I hope you were able to enjoy some time for yourself and your family as we enter the winding down of the school year. The issue of failure-to-fills continues, as does lost prep time. This takes its toll on you, both professionally and personally. If you are losing prep time, please make sure that you are keeping track of your lost time. We are working with the board on this on-going issue in hopes of coming to an agreeable resolution.

Local Collective Bargaining Survey

The Local Collective Bargaining Team has begun preparing for the upcoming round of local bargaining. It is important that we have your input into local bargaining issues. A survey has been sent out using Survey Monkey so that you can let us know what your priorities are. The survey will be open until Thursday, April 14th. The survey has been sent to your non-Board emails. If you have not seen it, please check your spam/junk folders. If you have changed your non-Board email, please contact Jason at the Local Office.

Central Bargaining Update

Central Bargaining continues to progress. The Central goals for ETFO have been set which are, and are intended to be, very general in nature. In accordance with Bylaw X of the ETFO Constitution, a special meeting of presidents and chief negotiators will be held in Toronto to review the draft central list in May.

ASPEN

From the time the board started using ASPEN, there have been many aspects of the program that have been very frustrating for teachers. This includes the difficulty in cutting and pasting comments into ASPEN from other programs, the difficult codes used for pronouns, the inability to use a comment easily for multiple students to name just a few. As the issues have arisen, I have been in contact with the board in hopes that they can find a solution. An issue remains, however, that also impacted the recent completion of IEP's; the issue of data being "lost". When I made the board aware of this ongoing issue in the recent completion of IEPs, they responded that they believed data or changes were usually lost



when the user did not save correctly (e.g., left pop-up windows open or did not click save on the IEP page). Apparently, Aspen does have an Auto-Save feature, however, if someone goes into an IEP and makes changes but does not save properly and then exits before the auto-save happens, the changes can be lost. I am not convinced that this is the only issue with data being lost but it may be helpful information for some. I'm told the board will be including some further tips in their instructions for teachers in upcoming communications. As well, the board is working with the ASPEN/Follett Company to see if they can create an auto-save feature for the IEP platform.

Elementary Spring Staffing Process

The Elementary Spring Staffing Process has begun. The Joint Staffing Committee will be meeting soon to have preliminary talks on enrollment, special education staffing, and central coordinator roles. School Administration placements are expected before the end of April, and teachers' "anticipated assignments" for 2022-2023 should be known prior to May 16th. Members are reminded that all Phase One, Two, and Mobility placements will be decided by the members of the Expanded Joint Staffing Committee (EJSC) with equal Board and Union representation. The members of the ETFO EJSC are Sarah MacKay, Jason Surgent, Jane Scanlan-Price, Justine Bucknell, and Amira Loney. If you are interested in a move, you might also want to investigate the possibility of a Teacher Exchange. Staffing details and timelines are posted on our Local website. The Board will be offering a Virtual School for Grades K-10 again next year. The staffing of the Virtual School will follow the same process that was in place last year. If teachers who are declared TAT (teacher available for transfer or surplus to the school), or STS (surplus to the system) have questions about the process, please speak to your steward or call the Local Office. In the event that the Board declares STS with the potential for a recall list, the Local Office will be in touch with those teachers regarding setting up a common meeting to explain the process and answer questions.

Sarah MacKay
ETFO-HP President



STATUS OF WOMEN COMMITTEE

Chair: Shani Doucet, Prince of Wales

The Status of Women Committee will be hosting the third in our series of book clubs in April. The selection for this time is the travel memoir of our member, Jana Dumas's journey through Africa. We are very excited that we will finally be able to meet in person on April 28 for the discussion. The committee is also looking toward planning events for later this spring and into the next school year. New members to the committee are always welcome. Please connect with chair Shani at statuschair.etfohp@gmail.com if you are able to join us.



PROFESSIONAL LEARNING COMMITTEE

Chair: Lynn VanderWoude, Bird's Creek

We held a very successful paint night before the March Break. We will be creating a PL learning resource application and hope to run a professional book club. Hopefully we will have an in person workshop soon. If you would like to join the committee or have ideas or suggestions, please reach out to Chair Lynn at plchair.etfohp@gmail.com.



EQUITY AND SOCIAL JUSTICE COMMITTEE

Chair: Brooke Ray, York River

February 20 was World Day of Social Justice! A reminder that Pink Day is April 13th. Make sure you are following our ETFO Local Facebook group as well as the ETFO Provincial social media pages. If you are interested in keeping up-to-date with social justice and equity issues and information, check out ETFO Voice Magazine for great articles. Reach out to our local if you have any questions or concerns, and contact our committee anytime at equitychair.etfohp@gmail.com



NEW MEMBERS COMMITTEE

Chair: Sherry Simms, Trent River

The Committee is looking forward to meeting again in person and planning events to connect with our newest members to the local. We have very much missed the connections that are made when teachers can get together. We are keeping our fingers crossed that we will be having an in person Celebration Dinner this year where we can properly welcome the members that have joined us in the past 2 years.



POLITICAL ACTION COMMITTEE

Chair: Danielle Saunders, Queen Elizabeth

The Political Action Committee has been busy with two projects that were launched in February. Our Valentine social media push "Ford is not my Sweetie" encouraged members to get out and vote this coming June by sharing art members could post on social media. Backpack Full of Cash is a documentary looking at the American education system and the move to privatized education. Over the Family Day Weekend, many ETFO members took advantage of the free opportunity provided by the PA Committee to view this eye-opening documentary. If you get a chance to watch it in the future, it is highly recommended! Interested in politics? Contact Danielle Saunders at pac.etfohp@gmail.com



SOCIAL AND WELLNESS COMMITTEE

Chair: Derek Watt, Trent River

Thank you to all those who have signed up for the free online yoga classes, offered by Local member Caitlin Meyer. We currently have 3 events planned for the Spring. On April 9th we will be holding an encore of our online Trivia Night, hosted by TriviaHub. In April we will be subsidising 50 tickets for a Belleville Senators game (max 2 tickets per ETFO member) and in May, a spy themed online Escape room hosted by Mobile Escapes. Please watch for flyers promoting each event.



HEALTH AND SAFETY COMMITTEE

Chair: Kim Isaak, York River

A safe working environment is important. If you are involved in a violent incident or accident at work, please fill out the forms on CLEVR and the ETFOHP website. If you have issues with CLEVR, please let Jason know at jsurgent@etfohp.on.ca

New members are always welcome to join the H & S committee. Contact Kim Isaak at healthandsafety.etfohp@gmail.com

Value of Advice: when it comes to buying a home early in your career

If you're looking to purchase a home early in your career (or at any point in your life), Certified Financial Planner professional Graham Walker recommends setting yourself tangible goals.

"Having goals is great," says Graham. "But if they're too lofty or have no structure, they might only ever remain as goals and nothing more. Instead, be specific with home-buying aspirations. For example, if you're hoping to save for a down payment on a home, decide exactly how much of a down payment you want to make. Then, go one step further by developing a timeline in which your goal is to be realized. If you're aiming to save \$50,000 for a down payment on a home within the next 5 years, you will then be able to gauge how much money you'll need to put away each month in order to achieve that goal."

Once your home-buying goals are established, the next step is creating a budget.

"As an education member, you have a few advantages when it comes to developing your budget," explains Graham. "Take the pay grid for instance. Having a sense of your earning potential over the course of your career enables you to assign how much of your cash flow you'll be able to direct toward big financial goals, like saving for a down payment. Plus having a pension plan in place means you'll be able to gauge retirement income down the road. This is beneficial for those of you who might be making home purchases later in their career and potentially carrying a mortgage into retirement."

Tips for developing your home-buying budget:

- **Know your net worth:** Mark down what's coming in and what's going out (*money-wise*)—whether you jot the numbers down manually or use [our online tool](#), a budget won't work until you get the full 360 of your financial situation
- **Trim unnecessary expenses:** Once you have a list of your monthly expenses, divide it into three categories—'necessities' (*i.e. food, gas, rent, utilities, phone*); 'debt payments' (*loans, credit cards*); and 'luxuries' (*coffee, eating out, online gaming/shopping, entertainment, etc.*), then see which areas you can trim back on, or cut out altogether—then allocate the extra cash flow towards saving for your home-buying goals
- **Build (up) an emergency fund:** Becoming a homeowner also comes with having to deal with unexpected curve balls every now and then—putting extra money away into a separate account will ensure you'll have the funds to deal with these types of emergencies (*without having to take out a loan or take money away from other savings goals*)
- **Leverage the Home Buyer's Plan (HBP):** If you're contributing toward a Registered Retirement Savings Plan, the HBP enables first-time homebuyers to withdraw up to \$35,000 from their RRSP to use for a down payment—if you have a partner or a spouse, they can also withdraw from their RRSP for a total of \$70,000 to put towards a down payment (*if the amount withdrawn is paid back within 15 years, it's not taxable*)*

There are many tips and tricks to buying a home early in your career; Educators Financial Group can help you to successfully navigate them all.

For the full article and more creative solutions go to:

[Value of advice: when it comes to buying a home early in your career - Educators Financial Group](#)

For financial advice, contact us today: <https://www.educatorsfinancialgroup.ca/affiliate/F2203/get-started>

*<https://www.canada.ca/en/revenue-agency/services/tax/individuals/topics/rrsps-related-plans/what-home-buyers-plan.html>



ETFO-HPE
Social Media
Valentine Tweets



Virtual Painting Workshop

The Professional Learning Committee is pleased to offer this workshop

March 3, 2022



The sun shining on my tulips on this beautiful, sunny, Monday morning. Thank you for such a great experience Lori and everyone who made it happen at ETFO.

Kristie L



My daughter's painting. (She's 6 and absolutely loved following along!)

Carrie S



Had so much fun with our friends and co-workers painting our tulips!

Deborah W



Thanks, I had lots of fun!

Tara M



Thanks everyone! Nice to have a different focus tonight.

Mabel L



Tulips are now the cover of my sketchbook! Thank you Lori Meeboer!

Shani D



On May 1, 2022, join the province-wide day of action for a workers-first agenda.

May 1, or May Day, is the traditional workers' holiday, a day that working people celebrate the gains they have won over the years and commit to fighting for a better future for everyone. It's also just 1 month before the June 2 provincial election.

We're planning for at least 12 regional actions, with the possibility of more to come, where we will raise the demands that matter most to working people and their communities.

Here are the local actions we're planning:

Brampton, Hamilton, Kitchener-Waterloo, North Bay, Oshawa, Ottawa, Peterborough, Sault Ste. Marie, St. Catharines, Sudbury, Thunder Bay, Toronto, Windsor

More details coming soon!

The day of action will be an opportunity for all struggles for justice and a better world to come together in a united movement and show what's possible in our province. It's our chance to advance our vision for the Ontario we need, and mobilize to win it.

DOES MY CAR INSURANCE POLICY COVER RENTAL CARS?



You've got the keys to your new rental car and are excited to put it in gear to officially mark the start of your vacation. But before you drive off into the sunset, ensure you have the coverage you need. We'll walk you through each insurance option to help you find the coverage that's right for you and your next trip.

Read more at <https://otip.com/article137>

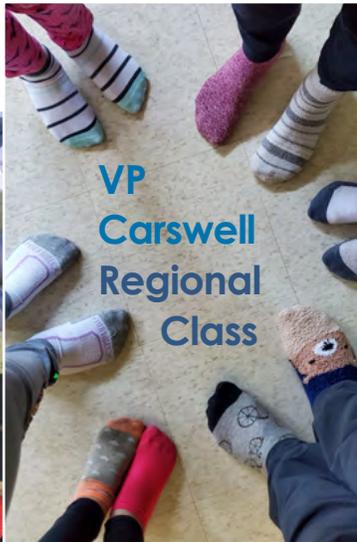
Donations to Ukraine

Danielle Saunders' Gr. 8 Leadership Class at Queen Elizabeth P.S. were able to collect (in a few days) all of these items worth around \$400, along with an additional \$333 in cash.



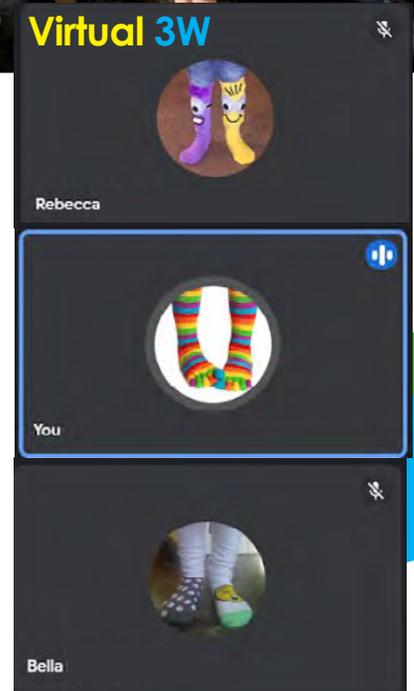
March 21 was World Down Syndrome Day!

We are so excited to see so many schools rocking their socks to celebrate everyone's awesomeness.



2022

Foxboro KC



MOURN FOR THE DEAD. FIGHT FOR THE LIVING.

On the National Day of Mourning, April 28, we remember the workers killed or injured on the job and commit to continuing the fight for laws that improve worker health and safety across the province and the country.

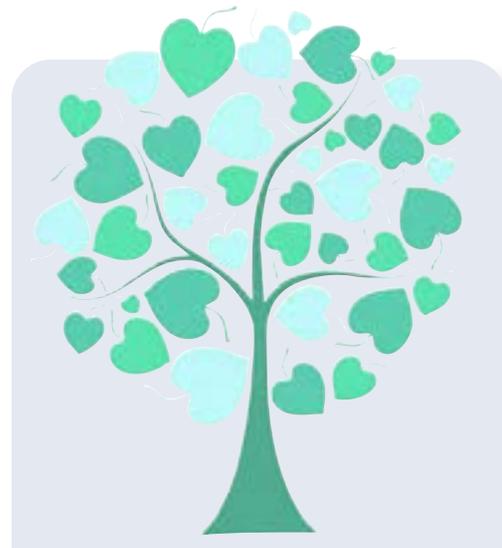
This year, we reflect on the workers who died or fell ill while working through the COVID-19 pandemic. We demand that Premier Ford commit to the long overdue health and safety recommendations that could have prevented countless deaths.

We're calling on our provincial leaders to immediately:

- Legislate permanent paid sick days for all workers
- Provide the highest quality and amount of Personal Protective Equipment (PPE) to all workers
- Vaccinate equitably and strategically, starting with frontline workers and impacted communities
- Ensure all workers are covered by the workers' compensation system
- Legislate and enforce preventative training standards



Demand protection for Ontario workers

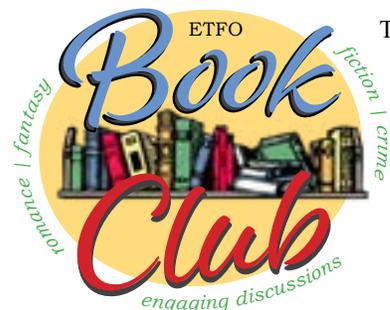


Congratulations To:

- **Janelle French** (Deseronto) on the birth of a baby girl
- **Shand Goulin** (Foxboro) on the birth of a baby boy
- **John McAuley** (PCB) on the birth of a baby girl
- **Brooke Ray** (York River) on the birth of a baby boy
- **Les Praisley** (Madoc Township) on the birth of a baby girl
- **Jannette Moelker** (Queen Elizabeth) on the birth of her daughter.
- **Kelsey McKibbin** (CML) on the birth of a baby girl

Our Sincere Condolences To:

- **Stephanie Striker** (Foxboro) on loss of her father-in-law
- **Simone Pero** (PECI) on the loss of her mother
- **Corey Tebo** (Foxboro) on the loss of his brother
- **Curtis Morrow** (POW) and **Lyndsey Morrow** (Harmony) on the loss of their grandfather
- **Brooke Ray** (York River) on the loss of her grandmother
- **Marlene Sutton** (SMES) on the loss of her mother-in-law
- **Teresa Callaghan** (Prince of Wales) on the loss of her mother-in-law
- **Rebecca Ryan** (Frankford) on the loss of her father



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

THURSDAY, APRIL 28TH

5:30 PM IN-PERSON

The County Emporium
2522 County Rd 64, Carrying Place, ON

Our third selection for this year is

Closer To Quiet by **Jana Dumas**.

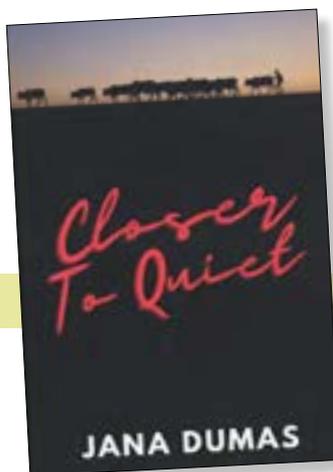
This session is open to 25 women members or members that identify as women.

By registering you are agreeing to participate in the book club discussions. A copy the book will be sent to you.

JANA DUMAS WILL BE JOINING US!

**TO FACILITATE ORDERING AND DELIVERY
REGISTRATION DEADLINE IS MARCH 29TH:**

<https://bit.ly/ClosetoQuiet>



ETFO Hastings-Prince Edward Teacher Local

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Affiliated with the
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