

It's Elementary



October 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.

Education Minister Stephen Lecce is creating further chaos in Ontario's schools and reopening the door to nepotism and cronyism by scrapping a regulation that ensures fair hiring practices for teachers, according to the Elementary Teachers' Federation of Ontario

October 15, 2020 – Toronto, ON

“At a time when the government should be focused on the safety of students and staff, they are looking to divert attention away from the crisis they have created in schools,” said ETFO President Sam Hammond. “The Ford government is using the COVID-19 pandemic as a smokescreen to undermine a fair and transparent process that ensures students receive the best instruction possible. By reducing the requirements around qualifications and experience, the government is opening the door to people who may not be qualified to be in a classroom.”

“Teachers should be hired based on their qualifications and experience, not on who they know or what connections they have,” added Hammond. “The regulation provides a fair and predictable pathway to long-term and permanent employment in Ontario’s public school boards for qualified educators including recent graduates.”

“Given that many more teachers have been hired this fall to provide in-class and distance learning, there is no reason to scrap the regulation. Instead of focusing on the health and safety of students and educators, the government continues to create chaos and instability in our schools.” Regulation 274 was introduced in 2012 to minimize bias in the school boards’ hiring process for long-term and permanent occasional teachers. It ensures that only qualified educators are interviewed for vacant positions.

A government [study](#) commissioned after the regulation came into effect in 2012 included a detailed review of literature that clearly demonstrated that teachers with more experience are better at their jobs. It also reported that the regulation had not had a negative impact on hiring for diversity.

ETFO represents 83,000 elementary public school teachers, occasional teachers and education professionals across the province. Its Building Better Schools education agenda can be viewed at BuildingBetterSchools.ca.

<https://www.etfo.ca/AboutETFO/MediaRoom/MediaReleases/Pages/Ontario-Education-Minister-creates-further-chaos-in-schools-reopens-door-to-nepotism-and-cronyism-in-teacher-hiring-practi.aspx>



PRESIDENT'S MESSAGE:



It has certainly been an unusual year so far. I have no reference for what the role of the Local President's role is normally like, but I think it is safe to say that it hasn't normally been like this. I have heard similar thoughts from many of you. I have been processing and reflecting on your thoughts and concerns about the start of the school year in a pandemic. One of the things that is very clear about this year is that it is not

normal. All our skills and knowledge, whether we are experienced teachers or just starting, are based on in-person teaching. All the pedagogy that we have been taught and embrace are connected to offering a classroom experience that helps foster a learning environment that is rich with experiences, allows for different learning styles, and encourages social connections. Teaching during a pandemic, either in-person or on-line, has stripped much of what we know and left us trying to create something new and meaningful. It has left many feeling overwhelmed, tired, scared, uncertain, anxious, but also excited, enthusiastic, motivated, energized – the range of feelings when working with brand new unchartered expectations.

For **all** of us this is a first time – no matter what role we have, we do not have a base experience or past practice to fall back on – we are being asked to teach at the same time that we are learning this new way of teaching. This new way of teaching is a Freaking First Time (Brené Brown, an author I learned about at the recent OTIP conference) and for some of us, this is about making constant changes and adaptations to what we know and for some it is entirely new.

We are also dealing with the safety measures in our classrooms, schools, community, and personal life. And as cases occur in our own communities and rise in Ontario, we are also left with the very obvious contradictions of what is good for the public and community is so very different than what is good for children, schools and education. There are so many things that are outside our control and for some, this is a cause for anxiety and stress. Take care of yourself. If you need help, make sure that you ask for it. Make sure to set boundaries and find a balance between work and home life.

Each one of you should be commended for your dedication and passion for the work you do every day. You, as always, have gone above and beyond every single day. You are skillfully surmounting the challenges in front of you. You consistently manage a moving target, despite the frustrations of constant change and contradicting messages. You are all amazing individuals!

Local Bargaining

The Local Collective Agreement was ratified by members on September 9th and by the Board on September 14th. The Collective Agreement covers the period of September 1, 2019 to August 31, 2022. We are now in the process of editing the Collective Agreement so that it can be posted to members. This should be happening by the end of October. I would like to thank Chief Negotiator Amira Loney, the Table Team members Jason Surgent, Jane Scanlan-Price and Derek Watt, the Collective Bargaining Committee members Danielle Saunders, Justine Bucknell and Troy Thrower and CB Liaison's Mike Lumb and Derek Hulse for their dedication, time and effort throughout this process.

Pay Periods

The first pay of the 2020-2021 school year was on August 14. We were to have had 27 pay periods this year (see Article L9.02.01), however our pay was processed for 26 pay periods. We are continuing to work with the board to come up with a solution to this issue. Stay tuned.

Staffing

Staffing this fall has been both challenging and frustrating. The Board's re-opening plan was shared with the Local on August 11. The creation of the Virtual School led to several challenges in staffing and resulted in several grievances being filed with the Board. While the board cited the rush to get the Virtual School up and running and the unprecedented times, PPM 164: Requirements for Remote Learning could not be clearer: *"This memorandum must be implemented in alignment with collective agreements. Where there is a conflict between the memorandum and a collective agreement, the collective agreement must prevail."* We are willing to work with the board on staffing but the Collective Agreement cannot be ignored. Local leaders met again with the board on September 25th to go over the staffing at the Virtual School. At that time, it was known that there were hundreds of students wanting to move from the brick and mortar schools to the Virtual School. It was clear that there would be another reorganization. Unfortunately, the date chosen by the board for reorganization, the beginning of the secondary school's second octomester, did not allow for the staffing process as outlined in our Collective Agreement to be followed. As an example, some teachers did not learn of their new assignment until the day before the re-organization was to occur. As well, unknown to ETFO, a decision had been made by the board to not have prep times at the Virtual School covered by a prep teacher. Grievances have been filed on behalf of our members. The amount of anxiety and stress this has caused teachers has to be acknowledged. The next transition time for students to move in or out of the Virtual School is scheduled for January. It is possible that another reorganization may happen at this time.

Progress Reports

The Ontario Ministry of Education issued additional guidelines pertaining to assessment, evaluation and reporting on October 2, 2020 to be implemented in conjunction with [Growing Success](#) policy and [HPEDSB Procedure 388](#) (specifically excerpts from pp. 15-18) for the 2020-2021 school year. An email from Curriculum Services was sent to administrators last week that was to be shared with members.

Inclement Weather

For information on what to do in the event of inclement weather, please consult Board Procedure 155 and the brochure on our website. Both have been updated this fall. Employees are responsible for their own safety when travelling to and from the work site. The Collective Agreement provides for nonattendance with pay "because of inclement weather, with timely notification to the appropriate supervisor or designate" (Article L30.02.10). In our district, weather conditions can vary greatly and change rapidly. It is up to you to decide if it is safe to travel. There is no requirement to report to the nearest school. If it is unsafe to travel to your home school, it may also be unsafe to travel anywhere. If you do decide that reporting to another school is safe, this arrangement should be made in advance of the inclement weather season, and have the agreement of the administrators at the schools involved. If conditions improve during the day (e.g., the roads have been sanded and are now safe), then there is a reasonable expectation that you will report to work.

Sarah MacKay
ETFO-HP President



STATUS OF WOMEN COMMITTEE

Chair: Lindsay Morey, Trent River

The Status of Women committee chair is actively seeking new effo members to join this committee. The committee meets virtually the second Wednesday of every month at 5pm. Please send an email to statuschair.efohp@gmail.com if you are interested or want more information.

The month of October is Women's History month. Please visit the website below to learn about women's history month and for some resources: <https://effo.ca/buildingajustsociety/womensissues/pages/whm.aspx>.



PROFESSIONAL LEARNING COMMITTEE

Chair: Lynn VanderWoude, Bird's Creek

The Professional Learning Committee has received a subsidy from ETFO to support the Professional Learning of French as a Second Language teachers. If you are an FSL teacher and have an idea for professional learning please reach out to the chair, Lynn at plchair.efohp@gmail.com and watch your not board for more information. The committee is also planning a virtual painting session from Back Porch Originals, in conjunction with the Social and Wellness Committee, again watch your non-board email and our Facebook page for registration information. If you would like to join the Professional Learning Committee please reach out via email to chair, Lynn van der Woude.



EQUITY AND SOCIAL JUSTICE COMMITTEE

Chair: Ian McKendry, Centennial

This is a reminder from the Social Justice and Equity committee to stay vigilant during these challenging times. COVID19 has, in some cases, widened the poverty gap and put some groups of people at greater risk for food security, employment, and mental health stresses. Be mindful of the diverse backgrounds and needs of staff and students at school, and be understanding that stresses outside of school are likely having an impact on students and staff. Updates on how and when the Social Justice and Equity Committee will be meeting will be forthcoming in the next few weeks, but staff are encouraged to reach out to the Committee Chair Ian McKendry if they have any questions or would like to participate in committee planning and events this year. Stay safe.



NEW MEMBERS COMMITTEE

Chair: Sherry Simms, Trent River

We are so pleased to welcome over 20 new members since last spring. The committee is eager to welcome and support our new members as they begin their teaching careers. Our plans for our typical New Member Welcome, have had to adapt from the usual, but we are still planning on inviting new members to a virtual gathering. We look forward to supporting you throughout this school year and invite interested members to join our committee. If you are interested, please contact chair, Sherry Simms, at newmembers.efohp@gmail.com.



POLITICAL ACTION COMMITTEE

Chair: Danielle Saunders, Queen Elizabeth

Building Better Schools is ETFO's plan for an inclusive and superior education system for Ontario. Smaller class sizes and a funding formula that puts students' needs first has never been so important. COVID has brought many changes to both how and where we teach. Add your voice to the growing movement for a safe return to school <https://www.buildingbetterschools.ca/?locale=en>. If you are interested in politics please contact Danielle Saunders, new members are always welcome to your Local Political Action Committee.



SOCIAL AND WELLNESS COMMITTEE

Chair: Derek Watt, Trent River

On behalf of the Social and Wellness Committee, I hope you all enjoyed some tasty treats on World Teachers' Day! The Committee will be meeting very soon to look at how we can offer activities and support wellness during these stressful times. If you would like to join us, we meet monthly via Google meet and would also gladly accept any ideas or suggestions you might have! To share an idea or inquire about joining our small but mighty committee, please contact me at social.efohp@gmail.com



HEALTH AND SAFETY COMMITTEE

Chair: Kim Isaak, York River

Happy Fall. With the change of seasons, we get to enjoy the changes in colours. During this time of year, it is important to remember to take time to breathe and destress. Find what works for you. New members are always welcome on the H&S committee. If you are interested, contact Kim Isaak at healthandsafety.efohp@gmail.com

Committees usually meet virtually once per month.

To see the dates for committee meetings, please visit <http://www.efohp.on.ca/resources/calendar>

Thinking about taking early retirement?



When you're an education member working towards retirement, collecting your full pension is typically the ideal plan for your golden years.

But you know what they say about the best-laid plans. Life intervenes. Priorities shift. Plans change. Suddenly your 85 (for OTPP) or 90 (for OMERS) factor or age 65 might seem too far away.

You're ready for retirement, now.

Yet there is so much to consider before taking early retirement—like whether you can afford to.

Ultimately, your best course of action when it comes to early retirement is to reach out to Educators Financial Group, first.

We fully understand the different sources of income you will receive throughout retirement. This means our financial specialists can draw you an income map to give you a better idea on whether your reduced pension as well as any other sources of income will be enough. If not, we can work with you to create strategies to minimize any possible gap in income to ensure your cash flow continues to run smoothly, whenever you do officially decide to retire.

Can you afford to take early retirement? [Contact us](#) to find out.

Plus learn more about how to financially prepare for retirement by checking out our upcoming [webinars](#).

Read complete article here: educatorsfinancialgroup.ca/early-retirement



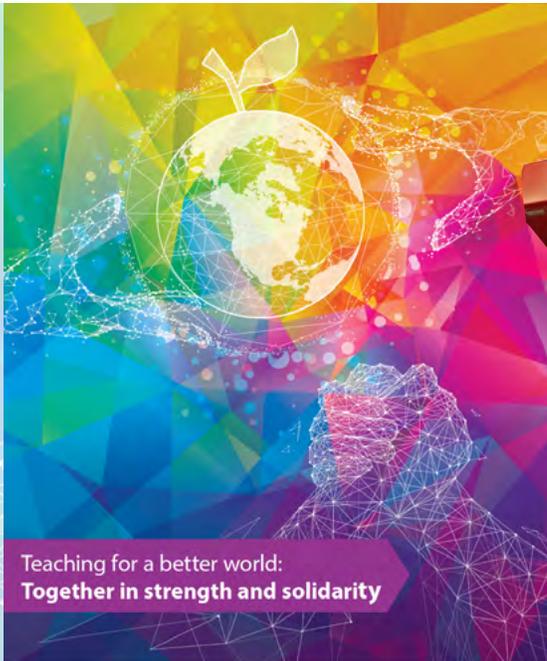
DON'T MAKE THESE 5 COMMON RENOVATION MISTAKES!



Renovating can make your home or office feel fresh, new and inviting. It's an exciting opportunity to dream about your ideal space and make it a reality. If you're going through the time, effort and expense to renovate, make sure you do it right the first time around by avoiding these five common mistakes.

Learn more at www.otipinsurance.com/article83

WORLD TEACHERS' DAY 2020.10.05



Teaching for a better world:
Together in strength and solidarity



www.ctf-fce.ca



These past months have been the hardest ever faced by teachers and education support personnel.

GRIEVANCE UPDATE

Being in a pandemic does not mean that the terms of our Collective Agreement are put on pause or thrown out the window. When the terms of a Collective Agreement are not being followed, we are obligated to file grievances on behalf of our members. As a result, since June, there have been 10 grievances filed; more than in the previous 5 years combined

The grievances filed were:

- Violations of the Collective Agreement during the spring staffing process,
- The failure of the Director to meet within the 5 days to discuss grievances,
- The failure to follow staffing processes for the staffing of the Virtual School,
- The failure to follow the September Enrollment Imbalance process,
- The lack of notice and prep time related to the reorganizations of schools both on the first day of school and again at the beginning of October,
- The improper use of sick leave related to COVID absences.

Through the contract negotiations that took place in June and July, we were able to settle one of the spring staffing related grievances. We met with the Board on September 16th to discuss the remaining grievances from the spring as well as the four which were filed within the first week of this school year. A resolution was not reached on the grievances and as a result, we have escalated 3 of our grievances (Failure to follow the September Enrollment Imbalance Process, Failure to Follow the Mid-Year Transfer Process and the Failure to Follow Grievance Timelines). Arbitration is the next level where the cases are argued by lawyers in front of an arbitrator from The Ministry of Labour. As your Federation Representatives, we will continue to stand up for your collectively bargained rights.

Pregnancy & Parental Leave

Information Session

For parents-to-be and their partners regarding Pregnancy and Parental/Adoption leaves

Tuesday,
November
10th, 2020
4:30 to 6:00 P.M.

Rights and Responsibilities • Collective Agreement References • Benefit Entitlements
Returning from and/or Extending a Leave • SEB plans • EI issues • paying your pension



Register by November 3rd at:
<http://bit.ly/PregnancyParentalWorkshop>

FOR MORE INFORMATION CONTACT:
Jane Scanlan Price 613-968-3707 x222

ETFO Hastings-Prince Edward Teacher Local



TEACHER MENTAL HEALTH CHECK-IN SURVEY – PANDEMIC RESEARCH

The ongoing impact of the coronavirus (COVID-19) pandemic on public education systems around the world has been profound. This research will assist the Canadian Teachers' Federation (CTF/FCE) and all provincial and territorial Member Organizations (MOs) in advocating for appropriate supports, policies, and programs to support teacher mental health and well-being during and after the COVID-19 pandemic.

<http://ctf-fce.mentalhealthcheckinsurvey.sgizmoca.com/s3/>

The survey is completely voluntary

CLOSES OCTOBER 25, 2020

PROGRESS REPORT FAQ'S

1. Do I need to comment on all areas in Learning Skills?

A comment is recommended but is not mandatory in areas where there is a significant change in the achievement level.

2. The overall comment box for learning skills and work habits (strengths/next steps for improvement) should include a balance of both strengths and next steps. What does this mean?

“Balance” in this case does not mean an equal number of comments. For example, A student with two N’s could have two comments concerning the N’s. Therefore, a teacher may want to include a comment or two from the other Learning Skills that are strengths.

3. Next steps should be clear for parents and students, but do not require a separate heading. What does this mean?

In order for the Next Steps comments to “be clear for parents and students” they could begin with the words “Next Steps” followed by a colon or “As a next step” followed by a comma and then the comment. The next steps could also be implied by the wording of the comment.

4. Do I have to use subject titles in my comments?

The title for the subject comments can be a separate line or incorporated into the same line as the comment.

5. Do our parent conferences have to be within the two weeks after the Progress Reports go home?

Contact with parents is to be made within the two weeks after the Progress Reports go home, however, the conferences do not need to occur during this two-week period. Also, teachers are not required to submit a tracking sheet to indicate that contact has been made with the parents/guardians. This information is stored in the OSR along with the Progress Report.

ORANGE SHIRT DAY: SEPTEMBER 30, 2020

Every Child Matters



↓ Susanna Moodie PS



← Bird's Creek PS



Experts share their views on province's flawed return to school plan

October 7, 2020

TORONTO – In the aftermath of the disappointing decision by the Ontario Labour Relations Board (OLRB) to dismiss, on jurisdictional grounds, the health and safety complaints regarding the re-opening of schools, Ontario's four major education unions gathered, to make public, information that would have been presented at the hearing. The four unions, Association des enseignantes et des enseignants franco-ontariens (AEFO), the Elementary Teachers' Federation of Ontario (ETFO), the Ontario English Catholic Teachers' Association (OECTA), and the Ontario Secondary School Teachers' Federation (OSSTF/FEESO), firmly maintain that the OLRB hearing should have proceeded to allow for the presentation of substantive evidence and expert testimony, where the case could have been decided on the merits of the unions' complaints.

The experts that the unions were preparing to bring forward would have presented information based on their professional expertise that supported the need to establish provincial standards on class size and distancing, cohorts for students and teachers, masking, ventilation, and busing. If the hearing had moved forward, the OLRB would have heard compelling evidence of the provincial government's lack of protocols to ensure the health and safety of Ontario's schools, in violation of their obligations under the Occupational Health and Safety Act.

In her remarks, Dr. Amy Greer, Canada Research Chair in Population Disease Modeling and Associate Professor, Department of Population Medicine at the University of Guelph said, "As a result of the loosening of restrictions on gatherings over the summer months, school re-opening in Ontario has coincided with increasing community transmission of COVID-19. It is now more critical than ever to fully implement the infection prevention and control measures that are necessary to reduce the risk of SARS-CoV-2 spread in schools. These measures include the need for smaller class sizes in order to achieve improved physical distancing and smaller student and staff cohorts in Ontario classrooms."

In addition, the provincial government has failed to take adequate steps to ensure the health and safety of staff and students in schools by not ensuring that the filtration and ventilation systems are updated. Dr. Jeffrey Siegel, Professor, Department of Civil and Mineral Engineering at the University of Toronto added, "The COVID-19 pandemic has provided us with an opportunity to ensure that our school spaces are as safe as possible for students and staff. Filtration and ventilation are an important component of an overall risk mitigation strategy. The American Society of Heating, Refrigerating, and Air-Conditioning Engineers (ASHRAE) Schools Reopening documents provide an internationally recognized evidence-based approach that should be applied to all Ontario schools."



For the complete article visit:

[https://www.etfo.ca/AboutETFO/MediaRoom/MediaReleases/Pages/Experts share their views on province's flawed return to school plan.aspx](https://www.etfo.ca/AboutETFO/MediaRoom/MediaReleases/Pages/Experts%20share%20their%20views%20on%20province's%20flawed%20return%20to%20school%20plan.aspx)

Planning on having a



WE WOULD LIKE TO ENSURE THAT YOU QUALIFY FOR EI BENEFITS

600 hours or 67 days of insurable employment (for full-time contract teachers)

(The hours for part-time contract teachers are pro-rated)

Please phone the Local office as early as possible at:
613-968-3707 or 1-866-962-3836

ETFO Hastings-Prince Edward Teacher Local



Congratulations To:

- **Victoria Fox** (Bayside PS) on the birth of her baby girl
- **Diana Smith** (NHSS) on the birth of her baby boy
- **Janette Moelker** (QEB) on the birth of her baby
- **Lesley Stafford** (Bayside PS) on the birth of her baby girl
- **Hailie Broek** (Marmora) on the birth of her baby girl
- **Stephanie Donaldson** (Tyendinega) on the birth of her baby boy
- **Kaley Rushlow** (Tyendinega) on the birth of her baby girl
- **Karli Jaques** (Harmony) on her recent marriage
- **Emily Embury** (Stirling/Virtual School) on her marriage



October is Women's History Month

Take the mic

1960s
Folk Music as Protest Music
Folk music in the 1960s often focused on social issues and political activism. Buffy Sainte-Marie became popular for writing songs such as Universal Soldier (1964) and Now That the Buffalo's Gone (1964) to raise awareness of the anti-war movement and Indigenous Peoples' rights.

1970s
Songs of Struggle
In 1975, Jacqueline Lemay wrote La Moitié du Monde est une Femme as the theme song for the United Nations International Year of the Woman. In the same year, Rita MacNeil released Born a Woman.

1980s
Anti-Racism and Rising Canadian Stars
In 1981, a capella group Four the Moment formed at an anti-racism rally. They used their musical style to address women's rights, racism and Black history in Nova Scotia. The Parachute Club's Rise Up was a national hit song in 1983. Its positive message of inclusion and a better world for all is still played at political rallies and Pride events.

1990s
Lilith Fair Empowers
In 1997, Canadian musician Sarah McLachlan organized Lilith Fair in response to the under-representation of women in the music industry. The highly successful touring music festival put women artists on the centre stage and raised funds for women-focused charities.

2000s
Looking Back, Moving Forward
Lillian Allen is an internationally recognized dub poet whose unique response to the under-representation of women in the music industry. From winning two Juno awards in the 1980s to founding the Toronto International Dub Poetry festival in 2004, Lillian Allen continues to mentor another generation of creative writers.

Our Sincere Condolences To:

- **Anita Halfpenny** (Trent River) on the loss of her father
- **Treena Leonard** (PCT) on the loss of her father
- **Maureena Courtney** (CML) on the loss of her father
- **Andrew White** (Athol) on the loss of his mother
- **Margaret O'Connor** (Marmora) on the loss of her father
- **Natalie Crawford** (Harmony) on the loss of her Mother-in-Law

Singing for Social Change: Celebrating Women's History Month 2020

From songs of struggle in the labour movement to protest music in the 1960s, music has played an important role in social change. For Women's History Month 2020, the focus is on Canadian musicians who have raised awareness of women's issues, gender equality and inspired solidarity across struggles. While exploring musical facts over the decades, consider the following questions:

- How does music bring people together?
- Should musicians use their creativity to raise awareness of social issues?
- Why is it important to acknowledge the contributions of musicians who identify as women?

ETFO Hastings-Prince Edward Teacher Local

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Affiliated with the
Elementary Teachers' Federation of Ontario



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www.etfohp.on.ca