

# It's Elementary

SEPTEMBER / OCTOBER 2019

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.*

Every Friday

Wear **RED**  
for ED

see page 8 for member  
RED for ED photos

## Maternity & Parental Leave Workshop

November 7<sup>th</sup> at  
Federation House

## Federal Election

Vote — Monday,  
October 21<sup>st</sup>, 2019



Affiliated with the  
Elementary Teachers' Federation of Ontario



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

# ETFO takes Central Strike Votes

## IMPORTANT NOTICE

This is an important meeting open **only** to elementary teachers, occasional teachers and educational professionals who are ETFO members. The Central Strike Vote will happen at this meeting. Please bring photo ID.

For more information please visit [etfocb.ca](http://etfocb.ca)

DATE: Wednesday, October 16, 2019

TIME: 5:30 p.m.

LOCATION: The Banquet Centre  
1 Alhambra Square Belleville

Doors open at 5:00 p.m. for registration

UNITED  
INCLUSIVE  
STRONG

ETFO COLLECTIVE  
BARGAINING 2019



[etfocb.ca](http://etfocb.ca)

## PRESIDENT'S MESSAGE:



### Welcome Back

Welcome back to a new school year to all ETFO members. With the expiration of the contract extension on August 31, all education workers are now in various stages of negotiating new collective agreements. Given the government's stated objectives of increasing class size and caps on compensation, this will be a very challenging round of bargaining. A united front is crucial in times like these.

### Strike Vote

The most immediate thing you can do as a member is attend the strike vote meeting at *The Banquet Centre* in Belleville on Wednesday, October 16. This is a strike vote on the issue of central bargaining only. Local bargaining has been delayed until a later date. At the strike vote meeting, ETFO President Sam Hammond will be present to outline the process, update you on the current central talks, and to urge solidarity in the face of a government determined on cuts. Please find time in your busy schedule to attend the meeting. Central strike votes are happening in every Local beginning September 30. Your attendance is required in order to vote. A registration process will be in place at the meeting, so please bring your ETFO card and/or other ID.

### CUPE Job Action

At the time of writing, a CUPE job action is due to begin on Monday, September 30. All ETFO members have a contractual obligation to be at work as employees of the Board. However, ETFO members will refrain from doing any work that is normally performed by members of the CUPE bargaining unit and is struck during CUPE's work to rule. ETFO members are advised to report any attempt by their supervisor to assign struck work to the Local Office immediately. Members are also advised to report any situation that is deemed detrimental to the health, safety, or learning environment of pupils or staff to the school board or Local president.

### Staffing

The Joint Staffing Committee has met and made recommendations for school reorganizations. Decision-making is guided by several provisions in the Collective Agreement (school staffing averages and Grade 4-8 system-wide averages), and well as Ministry Regulations (a new cap for Kindergarten at 29, primary class size caps of 20, etc.), and some flexibility for school-based decisions which can be achieved within the CA and Ministry requirements. Enrollment is stable overall, but, as is often the case, some schools were up and some were down. This year, Prince Charles (Trenton) and Sir John A. Macdonald were the only schools required to reduce, while four other schools (Harmony, Kente, Madoc, and Stirling) received an additional class. The process was complicated by the presence of a Recall List of teachers who were declared redundant last spring. I am pleased to report that all teachers are now off the Recall List, and some of them have even been able to increase their contractual entitlement. By the time the process is completed, there will be a few new hires as well. Although, this is good news, I do recognize that school reorganizations, changing grades, and receiving or losing students three weeks into the new

school year is a huge stressor on a large number of people. The Joint Staffing Committee continually reviews our processes to see where communication and actions could be better. The Recall List and school reorganizations will also be studied by the Collective Bargaining Committee in preparation for local bargaining. A survey on local bargaining issues will be distributed to members later this fall or early winter. We invite your feedback on staffing and any other issue open to us in local bargaining.

### Annual Learning Plans

Each year, teachers must submit Annual Learning Plans outlining their professional goals for the year. ETFO recommends limiting ALPs to two goals which are teacher-directed. Goals do not have to be related to Board or School Improvement Plans. Although, there is no deadline for the submission of the ALP, the completion date should be June 30, 2020. Only TPA teachers are required to have meetings regarding ALPs. Teachers not undergoing a TPA this school year do not have to meet to discuss and sign the ALP unless either the teacher or the principal requests a meeting. A template for the ALP is on the ETFO provincial website.

### ETFO Annual Meeting

Thanks to Sarah MacKay, Jason Surgent, Jane Scanlan-Price, Amira Loney, and Justine Bucknell who joined me as delegates at the ETFO Annual Meeting in August. Thanks also to Linda Hillier and Nicole Larkman who attended in the role as alternates, and Derek Watt, Marlene Sutton, and Jade Holloway who gave up some of their summer holidays to work on the Annual Meeting Committee or as functionaries. This Local was extremely well represented! Much of the agenda was taken up with Executive elections for a new two-year term: Sam Hammond was acclaimed and Karen Brown was re-elected to the positions of President and 1<sup>st</sup> Vice-President, respectively. Dave Mastin (Durham) was newly elected to the position of VP (Open) and Monika Rusnak was re-elected to the position of VP (Female). You may be pleased to hear that there will be no increase to ETFO fees this year.

### Pay Increase and Retroactivity

The first pay of the school year was on August 16<sup>th</sup>. All members should check their pay stubs to ensure that a 0.5% salary increase was applied. If you have recently completed a course, please ensure that HR knows when the course finished. Under the Collective Agreement, category increases take effect on the first day worked following completion of the course. Because QECO ratings can sometimes take several weeks and do not refer to the course completion date, it is important to provide HR with documentation about the course completion date so that full retroactivity will be applied. If you are not yet at A4, we recommend that you contact QECO to be re-evaluated and/or to ask about the requirements to move to A4. The difference in salary between categories is considerable and well worth the investment in some AQ courses. If you have any questions, please contact the Local Office.

*Dave Henderson*  
ETFO-HP President

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

The *Status of Women Committee* organizes events and raises awareness of issues in order to enhance the status of women in the Local. The committee also collaborates with other community-based women's organizations. In the past, the committee has participated in the *Take Back the Night March*, the *White Ribbon Campaign* and held a local women's retreat. The committee meets monthly. If you are interested in joining the *Status of Women Committee*, please contact the Chair, Linda Hillier at [statuschair.etfohp@gmail.com](mailto:statuschair.etfohp@gmail.com) .

*Chair: Linda Hillier, Sir John A. Macdonald*



## PROFESSIONAL LEARNING COMMITTEE

The *Professional Learning Committee* is excited to offer a variety of learning opportunities to members this school year. We are planning after school and release sessions in a variety of areas such as the arts and technology. We also can provide financial support for self-directed learning through our *Choose Your Own Adventure* program. We are always excited to hear your suggestions and would welcome new members. Please contact Jane Scanlan Price at [plchair.etfohp@gmail.com](mailto:plchair.etfohp@gmail.com) if you have any questions, program suggestions, or would like to join our committee. Our first workshop will be a sign making workshop on October 9<sup>th</sup> led by member Andrea Bird. Watch your non-board email for registration information.

*Chair: Jane Scanlan-Price, Foxboro*



## EQUITY AND SOCIAL JUSTICE COMMITTEE

The *Equity and Social Justice Committee* develops and implements programs, usually in the form of workshops, designed to promote awareness of equity and social justice, and to encourage greater participation of members from equity-seeking groups. The committee also works to assist members in their awareness of and respect for human rights issues. The committee also liaises with the Board and Provincial ETFO regarding equity issues. If you are interested in joining the *Equity and Social Justice Committee*, please contact the Chair, Ian McKendry at [equity.chair.etfohp@gmail.com](mailto:equity.chair.etfohp@gmail.com) .

*Chair: Ian McKendry, Centennial*



## NEW MEMBERS COMMITTEE

The *New Members Committee* plans workshops and social events focussing on support for and participation from teachers in their first five years. The committee works to educate new members on their role and responsibilities as members of the Local Union. If you are interested in joining the *New Members Committee*, please contact the Chair, Sherry Simms at [newmembers.etfohp@gmail.com](mailto:newmembers.etfohp@gmail.com) .

*Chair: Sherry Simms, Trent River*



## POLITICAL ACTION COMMITTEE

The *Political Action Committee* promotes awareness of political issues within the Local and participation in the political process. The committee becomes involved in election campaigns at all three levels of government. If you are interested in joining the *Political Action Committee*, please contact the Chair, Danielle Saunders at [pac.etfohp@gmail.com](mailto:pac.etfohp@gmail.com) .

*Chair: Danielle Saunders, Queen Elizabeth*



## SOCIAL AND WELLNESS COMMITTEE

The *Social and Wellness Committee* organizes social events and wellness activities for the Local in a variety of geographic locations designed for active participation and teacher morale. If you are interested in joining the *Social Committee*, please contact the Chair, Derek Watt at [social.etfohp@gmail.com](mailto:social.etfohp@gmail.com) .

*Chair: Derek Watt, Trent River*



## HEALTH AND SAFETY COMMITTEE

This committee informs and advises Local members of health and safety issues. It also aims to educate Local members on their roles and responsibilities to maintain a safe workplace. If you are interested in joining the *Health and Safety Committee*, please contact the Chair, Kim Isaak at [healthandsafety.etfohp@gmail.com](mailto:healthandsafety.etfohp@gmail.com) .

*Chair: Kim Isaak, York River*



## ARTS COMMITTEE

The *Arts Committee* discusses members' thoughts, ideas and issues around the arts in our community. The committee works to serve our members both in and out of the classroom. Whether you are a teacher of the arts or simply an enthusiast, this committee provides as much support as it can to the needs of our members. If you are interested in joining the *Arts Committee*, please contact the Chair, Gavin Foster at [healthandsafety2.etfohp@gmail.com](mailto:healthandsafety2.etfohp@gmail.com) .

*Chair: Gavin Foster, Harry J Clarke*



## RESOLVING STAFF-PRINCIPAL CONCERNS

### Addressing Staff-Principal Concerns

Every school staff must work closely together. Differences of opinion that can lead to conflict are inevitable when staff members are working together to address so many issues. Depending on what the issues are, there are various ways to make them known to the principal. It is not enough, nor is it always effective to simply confront the principal with everything that the staff opposes.

By assuming a problem-solving approach when discussing sensitive issues, it is more likely that solutions acceptable to everyone will be achieved. All staff members must be prepared to offer alternatives and solutions that everyone can assist in implementing. The principal should also involve staff in the early stages of certain issues to help reduce the possibility of problems developing later.

If the problem has to do with school policies and practices, such as the school code of conduct, or office support for behavioural expectations, introduce the issues for discussion at a staff meeting in a structured, professional way. Focus on the issue and joint problem solving. Avoid personal criticisms of the school administration.

If the issue has to do with an individual matter, such as assignment, performance appraisal, or the way you are treated by the principal, it is best handled by requesting a meeting with the principal to discuss the issue. You should also contact your local president and/or Professional Relations Services (PRS) at ETFO, as it may be advisable to have a Federation representative present in the meeting. The representative can help facilitate the discussion, and act as a third party to ensure that both you and the principal are being heard and understood.

Do not assume that because you are in conflict with the principal that you are being harassed. If you feel you are being treated unfairly, consult with PRS first to check out your perceptions and options. Your board's harassment policy may apply to the situation, and/or your collective agreement may contain language that would allow you to grieve the alleged harassment.

### Involvement of a Superintendent

In situations involving a group of staff, the school superintendent should not become involved until the staff members have made every attempt to communicate their concerns to the principal. If staff members feel their concerns have not been understood or addressed, they should contact Federation before taking any further action. There may come a point at which it is necessary and appropriate to involve the superintendent, but the Federation should be consulted prior to taking this step.

Although principals are not members of the Federation and are, therefore, not subject to the OTF code of ethics, the professionalism of the staff, and the manner in which these sensitive issues are addressed, are important. All teachers and principals are members of the College of Teachers, and DECEs are members of the College of Early Childhood Educators. The professional misconduct regulations clearly address the issue of professionalism. Alleged violations of the regulations are subject to the College's investigation and discipline procedures.

### Role of the Local President

Members should contact the local president to discuss a situation. The president will try to help members deal with their concerns by:

- suggesting they call PRS directly,
- suggesting that an individual or small group of staff approach the principal,
- offering to attend a meeting with a staff member and the principal to address concerns, and
- discussing options available for dealing with the concerns in a professional way.



## Tips for Resolving Conflicts

When attempting to resolve an individual or group conflict, take a step back and try to:

- consider the issue, not the person and emotions involved;
- see the problem from the other person's perspective;
- listen attentively and reflect upon what is said;
- determine what degree of compromise you would be willing to live with;
- specify what each person can do to improve the working relationship; and
- evaluate whether or not expectations are realistic, reasonable, and achievable and identify possible alternatives and workable solutions.

## Working Together to Find Solutions

Teachers and principals must work together utilizing the strengths and ideas of all staff members to create the best possible working and learning environment. The concerns of the staff need to be raised at staff meetings and openly discussed with the principal. The principal should know what the specific concerns are and how the staff is willing to assist in improving the situation. Lack of communication and consultation do not allow for the maximum use of the variety of talents and abilities that are a part of every staff.

It is important that staff members try to work with the principal to effect changes that might be necessary to improve the working and learning environment. It is equally important to recognize that change is a gradual process, and that not all changes will be immediate. If, however, there is no commitment to change or no acknowledgement that change is necessary, and if staff members believe that the situation is causing them to be less effective in their jobs, the Federation should be contacted for assistance.

When staff and the principal jointly agree to involve the superintendent and/or the Federation, they are showing a willingness to explore the situation.

Sometimes, with the support and commitment of all involved, an outside facilitator can be a very effective resource for assisting the school staff in resolving their problems.

Everyone involved must be willing to be part of the solution by considering compromises and reasonable alternatives.

## Professional Harmony

The entire school staff is interdependent. Its members must rely on each other and be able to resolve their differences. There are too many pressures on educators today to allow staff-principal conflicts to erode the professional harmony that is a basic necessity in every effective school.

PRS staff and local presidents are committed to assisting members in identifying concerns in the workplace and in reaching mutually agreeable solutions.

For further information on conflict management, see ETFO's publication, *After the chalk dust settles*. It may be purchased through shopETFO.

**For more information, contact Professional Relation Staff at 416-962-3836 or 1-888-838-3836 at the provincial office.**

ST:RW:TB:SM

Revised December 2018

Vol # 31



# SCHOOL BUS SAFETY:

## How not abiding by the rules of the road can affect your insurance rates

Did you know that a single infraction involving a school bus can affect your car insurance premiums? Road safety, especially related to school buses and children, is very important. This importance is reflected in insurance company policies, which penalize drivers who do not exercise proper caution around children. The best course of action is to familiarize yourself with the rules of the road, and to remain vigilant around school zones and buses.



OTIP RAE

To learn more, click here:

[www.otipinsurance.com/article43](http://www.otipinsurance.com/article43)

## Your Federation needs *you!*

Please consider getting involved in one of our many

### Committees:

- EQUITY AND SOCIAL JUSTICE
- STATUS OF WOMEN
- POLITICAL ACTION
- NEW MEMBER
- HEALTH AND SAFETY
- PROFESSIONAL LEARNING
- ARTS COMMITTEE
- SOCIAL AND WELLNESS



*Your involvement can be as little or as much as you like*

Please check our Local website for committee meeting dates:

<http://www.etfohp.on.ca/resources/calendar/>



- **Mileage** and **food** is provided for attendance at the meetings.
- **Child Care funding** is also available.
- You can also **Skype** into the meetings if you so wish.

To contact a committee chair, please visit:  
<http://www.etfohp.on.ca/executives/>

## All Candidates' Debate

Hastings-Lennox and Addington

Tuesday, October 8, 2019

Royal Canadian Legion,  
Branch 181

BANCROFT, ONTARIO

7:00 – 9:00 p.m.



*We hope to see you!*

BROUGHT TO YOU BY: CUPE 1479, CUPE 1022, OECTA ALGONQUIN-LAKESHORE, ETFO HASTINGS-PRINCE EDWARD, AND RTO

CUPE-SCFP 1479

CUPE LOCAL 1022



Federal Election Vote — Monday, October 21<sup>st</sup>, 2019

**The ETFO-HP Delegation**



(TOP ROW LEFT TO RIGHT) Jason Surgent, Nicole Larkman, Dave Henderson, Sarah Mackay, Justine Bucknell  
 (BOTTOM ROW LEFT TO RIGHT) – Amira Loney, Linda Hillier, Jane Scanlan-Price

**Resolutions Chair**



Derek Watt

**Assistant to Steering**



Jade Holloway



(FOREGROUND TO BACKGROUND) Amira Loney (*ETFO-HP Secretary and Local Chief Negotiator*), Justine Bucknell (*ETFO-HP Treasurer*), and Linda Hillier (*Status of Women Committee Chair*)



Jason Surgent (*ETFO-HP 2<sup>nd</sup> Vice-President*)



Jane Scanlan Price (*P.L. Chair*) at the mic

**Functionaries (AGM volunteers)**



(LEFT TO RIGHT) Derek Watt (*ETFO-HP Social and Wellness Chair*), Jade Holloway (*Queen Victoria*), and Marlene Sutton (*Susanna Moodie*)

**Violence In The Classroom**  
 ELEMENTARY TEACHERS' FEDERATION OF ONTARIO 2016-2017

<b>70%</b> Report experiencing or witnessing violence	<b>80%</b> Report incidents of violence are increasing	<b>75%</b> Report violence is becoming more severe
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SOURCE: ELEMENTARY TEACHERS' FEDERATION OF ONTARIO (ETFO)

# Celebration DINNER

## President's Award



Dave Henderson (LEFT) presents Pierre Martin (RIGHT) with this year's award.

## Honourary Life Members



Dianne Sedore-McCoy (LEFT)



Marian Scanlan (LEFT)



Pierre Martin (MIDDLE)

## 25 Year Teachers



(LEFT TO RIGHT) Sharon Richardson, Kellianne Martin, Liz Cornell, Deb Forrest, and Lesley Montgomery  
(25 YEAR TEACHER NOT PHOTOGRAPHED: Lori Sheppard)

## New Members



(LEFT TO RIGHT) Kirk Zadan, Lisa Carr, Melissa Foley, Stephanie Morton, and Jennifer Thibodeau

**NEW MEMBERS NOT PHOTOGRAPHED**  
(IN ALPHABETICAL ORDER): Julia Boese, Michelle Cooney, Tracy Cybulskie, Laura Dolamore, Dane Ellis, Emily Embury, Cristy Evers, Lisa Fletcher, Alyssa Fraser, Shana Frost, Amber Harrison, Rachel Hoard, Brittany Howe, Christine Jaskulski, Courtney Kirkham, Brooke Lakeman, Sarah Mayberry, Taylor Merritt, Geoff Mortaley, Lindsey Paul, Amy Petrick, Sandra Platt, Bridget Stevenson, Lindsey Strong, Brittney Swoffer, Amanda Wilson, and Jennifer Vanner



(RETIRES IN ALPHABETICAL ORDER): Michael Budding, Steve Cornall, Dan Douglas, Andrew Forgrave, Debra Forrest, Carolyn Kelly, Kellianne Martin, Pierre Martin, Karen Maynes, Janet McCue, Rob Metzger, Peter Nayler, Nancy Santucci, Marian Scanlan, Dianne Sedore-McCoy, Alida Tuinman, and Patricia Wormington

**ETFO's**  
*Pregnancy & Parental Leave*  
**INFORMATION SESSION**  
 For parents-to-be and their partners regarding Pregnancy and Parental/Adoption leaves

Thursday,  
**November 7<sup>th</sup>, 2019**  
**5:00 P.M.**  
 at **FEDERATION HOUSE**  
 114 Victoria Avenue, Belleville

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

**Snacks provided**

Mileage may be claimed, that is above and beyond your normal day's driving, in order to attend.

Register by October 28<sup>th</sup> at:  
[http://bit.ly/PandP\\_Workshop](http://bit.ly/PandP_Workshop)

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



ETFO Hastings-Prince Edward Teacher Local



Developed by OTF, with funding from the Ministry of Education, the Teachers' Gateway to Special Education has become the source for strategies and resources to help teachers address the unique needs of students from Kindergarten to Grade 12. Well organized and extremely user friendly, the website includes links to board special education plans, Ministry documents and other helpful resources. It also includes definitions of key special education terms and can be used as a practical guide for teachers building Individual Education Plans. To check out this great resource go to <http://www.teachspeced.ca/>





(ABOVE): Former ETFO-HP VP Pierre Martin's Retirement Celebration in Bancroft, June 2019

### Congratulations To:

- **Sarah Mayberry** (Sir John A Macdonald) who had a baby boy *Wesley* on June 20<sup>th</sup>
- **Kyla Wiesner** (CML Snider) who had twin boys *Bodhi* and *Galen* on June 24<sup>th</sup>
- **Rachel Hoard** (Trent River) whose baby girl *Lennon* was born in June
- **Jennie Thompson** (Harmony) who had a baby girl named *Zofia*, born on July 17<sup>th</sup>
- **Rebecca Clemmer** (Maynooth) who had a baby girl *Marlee* on Aug 30<sup>th</sup>
- **Janelle French** (Tyendinaga) whose baby girl *Camilla* was born on September 12<sup>th</sup>

### Our Sincere Condolences To:

- **Linda Hillier** (Sir John A Macdonald) whose father-in-law passed away
- **Lesley Montgomery** (Sir John A Macdonald) whose father passed away
- **Cathy Yager** (Sir John A Macdonald) whose father passed away
- **Rebecca Clemmer** (Maynooth) whose father-in-law passed away
- **Donna Douglas** (Frankford), whose step father passed away
- **Amber Foster** (Susanna Moodie) whose grandmother passed away.

## CENTRAL STRIKE VOTE INFORMATION | FAQ

[www.https://etfocb.ca/](https://etfocb.ca/)



(BELOW): Maynooth P.S.



(ABOVE): Birds Creek P.S.

### ETFO Hastings-Prince Edward Teacher Local

[www.etfohp.on.ca](http://www.etfohp.on.ca)



FEDERATION HOUSE  
114 VICTORIA AVENUE  
BELLEVILLE, ON K8N 2A8

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/>

