

It's Elementary

September 2023

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.

5 OCTOBER 2023 World Teachers' Day

“World Teachers’ Day provides a reminder that teachers play an instrumental role in a child’s growth and development. By engaging students and providing them with an equitable, high-quality education, they make a difference every day,” says **ETFO President Karen Brown.**

“Their efforts to create conditions for success in the classroom should be acknowledged and celebrated today and every day.”

www.etfo.ca



Elementary
Teachers'
Federation of
Ontario

THE TEACHERS WE NEED FOR THE EDUCATION WE WANT:

*The global imperative to
reverse the teacher
shortage*



PRESIDENT'S MESSAGE:



Welcome back to a new school year to all ETFO members. As we are now in our second year without a contract, you can expect to hear a lot more about negotiations as the year progresses. Our current government continues to disregard the needs of elementary education and their disrespect for elementary teachers is obvious. ETFO remains committed to bargaining for a fair and respectful deal!

Strike Vote

On Tuesday, October 26 at the Empire Theatre, ETFO First Vice-President David Mastin and our CB liaison Derek Hulse gave an overview of the Collective Bargaining process, updated members on the current central talks and urged solidarity in the face of a government determined on cuts and minimal pay increases. Thank you to everyone who was able to make it to the strike vote. For more information on Central Bargaining, visit etfocb.ca. If you are not receiving any correspondence directly from ETFO on bargaining and would like to, go to <https://etfocb.ca/stay-in-touch-2/easy-to-stay-in-touch/> for the many options available.

Local Collective Bargaining

The Local Bargaining team consists of Lead Negotiator Amira Loney, Sarah MacKay, Jason Surgent, Jane Scanlan Price, Justine Bucknell, Derek Watt and provincial CB liaison Derek Hulse. Local collective bargaining has begun. Our first bargaining date was on June 21, 2023. Our second bargaining date was September 28, 2023, and we will continue bargaining with dates in October.

September Enrolment Imbalances

The Joint Staffing Committee 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 Kindergarten at cap, primary class size caps of 20, etc.), and some flexibility for school-based decisions which can be achieved within the CA and Ministry requirements. Enrolment decreased by 98 students this year. Unfortunately, this meant some higher classes sizes (yet still in compliance with Ministry Regulations) in 7 of our FDK classes and several junior and intermediate classes. There was one school that decreased in staff and only two that increased. Currently there is only one position left unfilled in one of our northern schools and all other moves/reorganizations have been completed.

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.

Pay Periods for 2023-2024

The first pay for the 2023-2024 school year was on September 8, 2023. While it may have looked like there was a pay raise for everyone, the difference in pay is the result of going back to 26 pay periods for the 2023-2023 school year. Please be sure to monitor your pay "stubs" in myEmpath to ensure you are being paid the correct salary. If there are any discrepancies please contact the Local office as soon as possible.

Sarah MacKay
ETFO-HPE President

3 QUICK TIPS for starting the school year on the right financial track

For members of the education community, this time of year can be demanding enough without having to stress about your cash flow. If you also happen to be coming back from leave or have had a recent change in status to your contract, there are also key financial details you'll want to keep in mind, going into the new school year.

That's why we've put together **3 quick tips to help you start the school year on the right financial track.**

<https://bit.ly/45OT910>.

Brought to you by Educators Financial Group.



Educators
FINANCIAL GROUP



STATUS OF WOMEN COMMITTEE

Chair: Shani Doucet, Prince of Wales

The Status of Women Committee is looking forward to bringing fun events to you this year including: International Women's Day, a hygiene drive for the local shelters, our STEM event at Loyalist, movie night, and book club. Take Back the Night Walks happened in Bancroft and Belleville in September. It was nice to see ETFO represented at these walks. The committee is planning on moving our book club around the board at different schools this year. Keep an eye on your email and the Facebook group for the first book soon. If you are interested in joining the committee or have any ideas for different events please reach out at statuschair.efohp@gmail.com



PROFESSIONAL LEARNING COMMITTEE

Chair: Teresa Hadley, Stirling

In the Spring we hosted a Story Workshop evening. Educators learned about the power of story workshop in allowing learners to explore, create and connect their ideas through play! We used loose parts, natural materials and stories to invite learners to create, tell and retell their own stories. Please watch your email and the Facebook page for a link to a survey so that you can share ideas for future workshops and to express interest in joining the Professional Learning Committee. If you have any questions or suggestions, please fill out the survey when it reaches you or reach out to Teresa Hadley at plchair.efohp@gmail.com



EQUITY AND SOCIAL JUSTICE COMMITTEE

Chair: Jamie Stevenson, Coe Hill School

With a commitment to listening, learning and making improvements around equity-based issues, the Equity and Social Justice Committee will be working on obtaining feedback from members, especially those in equity-seeking groups, and using that feedback to plan and participate in opportunities, workshops and events that will promote inclusion and improve and eliminate barriers. Our committee has an interest in parenting with other equity-seeking groups in our communities as well. To connect with us or join the Equity and Social Justice Committee, please reach out to the Chairperson Jamie Stevenson, at equitychair.efohp@gmail.com



NEW MEMBERS COMMITTEE

Chair: Sherry Simms, Trent River

Congratulations to all of the new teachers getting their first contract! I hope your startup is going well! There is so much going on in the first month of school and it can seem very overwhelming. Remember to reach out for help; don't think you have to do it on your own!

There are many activities being planned for the coming year. Come and join in the fun!

If you are interested in becoming more active in the union... join a committee! New members' Committee will meet a few times throughout the year! Contact me if you have any questions or you want to join, at newmembers.efohp@gmail.com



POLITICAL ACTION COMMITTEE

Chair: Danielle Saunders, Queen Elizabeth

Our Political Action Committee will be bring Fact Fridays back on our local Facebook page in November. Ensuring our members understand local issues, ways they can get involved and make their voices heard is our focus this year! If you are interest in politics please reach out to Danielle Saunders at pac.efohp@gmail.com



SOCIAL AND WELLNESS COMMITTEE

Chair: Derek Watt, Trent River

Welcome back to another busy year of Social events! Our schedule begins by celebrating *World Teachers' Day* on October 5th and then cheering on our *Belleville Senators* when they play the Toronto Marlies on October 28th. Be sure to watch for your chance to enter the draw for tickets. We look forward to an exciting year of "old favourites," new opportunities and the chance to celebrate our 10th annual *Wellness Day* in April 2024. If you are interested in joining our committee or have ideas for events, please email me at social.efohp.on.ca



HEALTH AND SAFETY COMMITTEE

Chair: Stephanie Donaldson, Tyendinaga

The Health and Safety Committee will be having our first meeting on Thursday, October 5th at 4:15pm at Fed House. We welcome new committee members! If you are interested in joining the committee please contact Stephanie Donaldson at healthandsafety.efohp@gmail.com

We would like to remind everyone to continue to report violent incidents. The links can be found on our website <https://www.efohp.on.ca/accidentviolent-incident-reporting/>, including our own Violent Incident Reporting form.



AGM 2023

This August, ETFO Hastings-Prince Edward was represented by 6 delegates, Sarah MacKay, Jason Surgent, Jane Scanlan Price, Danielle Saunders, Amira Loney and Justine Bucknell, at ETFO's 25th Annual Meeting. This year was an election year for our provincial executive. We are currently represented provincially by Karen Brown (*President*), David Mastin (*First Vice-President*), Shirley Bell (*Vice-President*), Gundi Barbour (*Vice-President*), Nathan Core (*OTF Representative*) and executive members Carolyn Proulx-Wootton, Jenn Wallage, Juan (Yahya) Gairey, Mario Spagnuolo, Mary Fowler, Mike Thomas, Shideh Houshmandi, Sylvia van Campen, and Tamara DuFour. More information about our provincial executive can be found at <https://www.etfo.ca/about-us/who-we-are/provincial-executive>

Being a delegate at the Annual Meeting is an excellent way to become engaged in our broader union movement and to make connections with other educators around the province. Delegate elections will take place virtually this winter. Representing the local as a delegate is not the only way to become involved though. Members may apply to work as functionaries and poll clerks, which are essential in running the business of the meeting. Over the years we have had several members serve in

this capacity; this year Shani Doucet was a poll clerk. The Annual Meeting Committee is also a committee where HPE has been well represented over the years by several members. Please reach out to any of the released officers, Sarah, Jason or Jane, if you are interested in becoming more involved in this or any provincial activities.

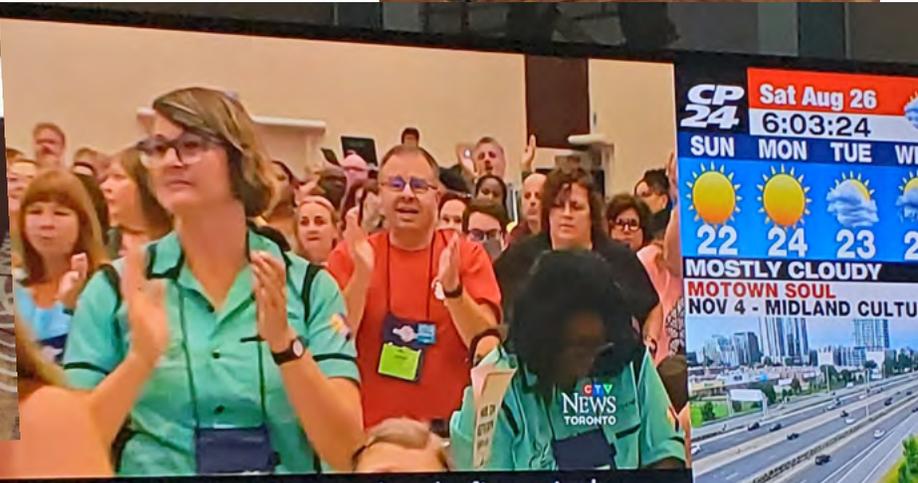
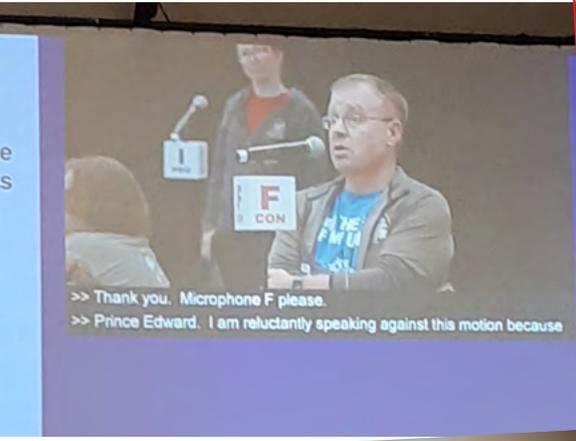


ETFO HP member Stan Claus from Prince of Wales PS participating at Annual Meeting in ETFO's First Steps program for members.



"Attending my first ETFO AGM and brought my kids with me! To those contemplating getting involved with our local but are busy parents...I wanted to share how supportive both our local and provincial have been. My kids represented HPE at the ETFO AGM daycare program and loved every minute of it!"

Danielle Saunders
(AGM delegate and PAC chair)
posted to her Facebook page



(LEFT TO RIGHT) Justine Bucknell, Jane Scanlan Price, Jason Surgent, Danielle Saunders, Amira Loney, and Sarah MacKay

1st Vice President Jason Surgent made it onto National news (CP24 and CTV News) and speaks to a motion (TOP LEFT)



Jane Scanlan Price (LEFT) Shani Doucet (MIDDLE), and Jason Surgent (RIGHT)



ETFO's
25th Annual
Meeting



Sarah MacKay (LEFT), and Amira Loney (RIGHT)



Justine Bucknell (LEFT) and Danielle Saunders (RIGHT)

Keep that refreshed look with a new wardrobe. Get a quote in September or October for a chance to win a \$1,000 gift card from Mark's!



Get a quote: <https://bit.ly/45Pzv5R>

Solidarity with Ontario Nurses



ETFO Hastings Prince Edward has stood in solidarity with our labour siblings of Ontario Nurses Association who are currently on strike with HPE Public Health. Along with other members of the Quinte Labour Council, we continue to support the ONA and more recently CUPE 3314 in their fight for fair wages and working conditions with HPE Public Health. At the September local executive meeting we made a donation of \$500 to support Ontario Nurses' Association Community Care Access Centre job action.



Sarah MacKay (Local President) welcomes members to the celebration.



ANNUAL ETFO HASTINGS-PRINCE EDWARD TEACHER LOCAL

Celebration²⁰₂₃ RETIREES



Lynn van der Woude



Lee Waterhouse



Gary Calbery



Colleen Henry



Kim Isaak



Diane Williamson

2020 RETIREES





Ian Boyd



Nikki Roy



Patricia Post



Denise Jackson



Julie Candler, Karen Dinsmore, and JoAnne Peckham



Kelley Johnson



2022 RETIREES

2023 RETIREES



Celebration²⁰₂₃

25 YEAR MEMBERS



Julie Koekman



Nicole Long



Karen Dinsmore



Lynn van der Woude



Karen McPherson



Ainslie Splinter



Carla Moore



Tammy Billen



June Conlon



Colleen Henry



Vicki Madden



Celebration²⁰₂₃

NEW MEMBERS



Kate Dinsmore (LEFT) and Adrianna Terry (RIGHT)



Sherry Simms
(New Members Committee Chair)
Speaking to the membership.

HONOURARY LIFE MEMBERSHIP



Kim Isaak (CENTRE) receiving her certificate



Jonathon
Allery



ETFO local release time members present Lynn van der Woude, (CENTRE) with her membership certificate

ETFO-HPE Honourary Life Members



Back Row: Dave Henderson, Andy Hanson, Paul Russell, Shirley Barker, Rick MacIvor, Barb Gunning, Carol Brooks, Sharon Scrimshaw, and Olive Brinson
Front Row: Lynn van der Woude, Kim Isaak, Kate Simpson, Colette Freeman, Karen Haveman, Catherine Bell-Sood, Linda Ridout Mercer, Lynn Curtis, Marian Scanlan, and Linda Huizenga

♥ Congratulations To:

- **Michelle Turnbull** (Harmony) — Baby girl
- **Catrina Gadway** (Bird's Creek) — Baby boy
- **Kyle Tuck** (QEB) — Marriage
- **Lindsey Morey** (North Trenton) — Marriage
- **Linda-Anne Greenaway-Garcia** (North Trenton) — Marriage
- **Andrea Barber** (Harry J Clarke) — Marriage

♥ Our Sincere Condolences To:

- **Christine Blonski** (Maynooth) — Loss of Father
- **Kendra Butcher** (SMES) — Loss of Father
- **Josh Fitkin** (North Trenton) — Loss of Mother
- **Julie Cooney** (Stirling) — Loss of Father
- **Catrina Gadway** (Bird's Creek) — Loss of Grandfather
- **Michelle Long** (SJAM) — Loss of Mother
- **David Pollock** (Madoc Township) — Loss of Grandfather
- **Treena-Ray Leonard** (PCT) — Loss of Husband



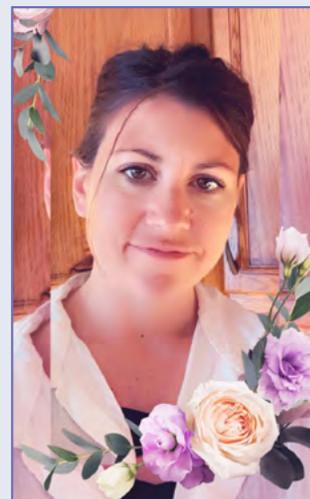
Loss of member Rebecca Tabard, teacher at Trenton High School.

Passed away suddenly on June 28, 2023

Beloved wife to Eric and mother to Sawyer and Oliver and step-mother to Gabriel and Andréanne. Loving daughter to Beverly Holland (Bob Holland) and William Russell. Dear sister to Kirby, Sherry, Heather, Kelsey, Erin, Emily and Zac

She was loved by her students, colleagues and many family and friends.

Memorial donations may be made to Homewood Research Institute, (Canada Helps.org)



Professional Learning Opportunity
"Loose Parts and their Value in Art"
based on **AMELIA'S LOOSE PART ART**

Angela is a Registered Early Childhood Educator with over 20 years of experience working with children, including 10 years with SH-CDSB as a DECE. She is currently earning her Master of Teaching Degree at OISE.

Presented by
Angela Odusanya and ETFOHPE

November 28, 2023
5:30-7:00 pm
Stirling Public School
Register by Nov. 20 at [LoosePartsNov28](#)
QR code to register!

About the Workshop
Educators are invited to join us for an opportunity to participate in an engaging, hands-on workshop that will leave you feeling confident and inspired to engage students in loose part art. You will leave with a copy of Amelia's Loose Part Art book and practical ideas to take back to the classroom.

We will consider the educational value of loose part art by connecting ideas to the Ontario curriculum in subjects such as mathematics, language and science. Observation and assessment will also be addressed.

Cost to attend is \$45. ETFO members who have not used their Non-credits Professional Development Funds can have this automatically applied to the funds and attend at no cost.

ETFO Hastings-Prince Edward

Brought to you by the ETFO-HPE Social & Wellness Committee

Belleville Senators vs Toronto Marlies

Saturday, October 28th, 2023

Puck drops at 7:00 p.m.

Tickets are \$10 each

Registration will remain open until October 13th at 4:00 p.m.
Then there will be a random draw for 25 pairs of tickets.

Register Now!

<https://bit.ly/SensMarliesOct28>

Ticket delivery will be arranged after payment has been received.



ETFO Hastings-Prince Edward Teacher Local

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Affiliated with the
Elementary Teachers' Federation of Ontario