

It's Elementary

October 2024

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

Member Engagement Meeting

For ETFO Contract and Occasional Teachers

Monday, October 28th, 2024

5:30 PM

THE GRAND

70 Harder Drive, Belleville

Refreshments
will be
provided.

This fall 2024, ETFO is holding membership meetings in communities across the province. Provincial and local leaders want to hear from you, our members, about your experiences in the workplace and about the changes you want to see in our schools. Join us for this important discussion and have your voice heard.

ETFO Vice-President *Shirley Bell* will be attending!

Register by October 24th:
<https://bit.ly/ListeningTourHPE>

Questions ? Contract Teachers contact: smackay@etfohp.on.ca
Occasional Teachers contact: andrealep2022@gmail.com



Elementary
Teachers'
Federation of
Ontario



PRESIDENT'S MESSAGE:



It is hard to believe that September is gone and that the Thanksgiving weekend is upon us. I'm sure you are all thankful for the break, I know I am. I am very thankful for the work done in our Local by our members, stewards, committee's and executive members. The strength of our Local does come from all of us working

together. I am also thankful that this year there will be no talk of strike action or negotiations. Although we have a Collective Agreement in place until 2026 though, working on Collective Agreement compliance and improvements continues. To this end, I hope that you will be able to attend the ETFO Engagement Meeting at The Grand on October 28th at 5:30. ETFO Vice-President Shirley Bell will be joining us and wants to hear from you, the grass roots members, about your experiences in your classrooms and the changes you want to see. This is your chance to speak and have your voice heard. To register use this link <https://bit.ly/ListeningTourHPE>. This link is for both OT and Contract ETFO members.

September Enrolment Imbalances

The Joint Staffing Committee has met and made recommendations for school reorganizations. As always, 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 cap, primary class size caps, etc.), with some flexibility for school-based decisions which can be achieved within the CA and Ministry requirements. Enrolment increased by 20 students this year; however, this did not have a great impact on staffing. There were two schools that decreased in staff and only one that increased by a full FTE. Currently there is only one partial position left unfilled and all other moves/reorganizations will have been completed by October 9th.

Joint Staffing Committee Timetable Survey

Each fall, timetables are collected by the Joint Staffing Committee for review. Although this is often referred to as the "ETFO timetables", it is for the entire Joint Staffing Committee and not just ETFO. Article L11.02 School Timetables/Plans in our Collective Agreement states "*The Joint Staffing Committee will review school timetables and school plans annually to ensure compliance with the Collective Agreement based on mutually agreed upon timelines (see L17.04.01).*" Article L7.04.01 states that "*Each Teacher will submit to the School Staffing Committee a copy of their individual*

timetable no later than the final school day in September. The Teacher will include a written analysis of total 5 day instructional time which will not exceed the limits of the Collective Agreement. The Teacher will also include an analysis of preparation time which will be no less than the minimums described in the Collective Agreement, and supervision time which will be no greater than the maximum described in the Collective Agreement. The Joint Staffing Committee will determine the method of reporting this information. The principal and the School Steward will ensure this information is collected and forwarded to the Joint Staffing Committee for analysis. Copies of all materials forwarded to the Joint Staffing Committee shall be maintained in the School Staffing Committee's records by the school steward." Although timetables are to be collected by the final school day in September, the Joint Staffing Committee did mutually extend this timeline due to the recent school reorganizations. We appreciate your efforts to fill out the Timetable Survey and submit your timetables!

Safe Schools Incident Reporting:

Far too often we are made aware of concerning student behaviours within your classrooms and schools. It is important, and mandatory, that Safe Schools Student Incident Reports are completed. If you have observed or become aware of a student "behaving in a way that is likely to have a negative impact on the school climate", a response is required of you. The behaviour should be reported to the principal as soon as possible. You are asked to complete the Safe Schools Student Incident Reporting Form – Part 1 on every occasion when a report is made to the principal regarding student misconduct which can lead to a suspension or expulsion. Wherever possible, it is expected that the teacher will provide an oral report to the principal at the earliest, safe opportunity. The written report (Form 378-15) must be completed and submitted online to the principal/vice-principal or teacher-in-charge when it is safe to do so and no later than the end of the school day. Once you have completed the Safe Schools Incident Report on Clevr, send an email to your principal letting them know you have submitted a form.

Form 378-15 provides a list of activities for which suspension/expulsion must be considered. If you are being told not to complete the Safe Schools Incident Form or have any questions regarding the Safe School Incident Forms, please reach out to 1st Vice-President, Jason Surgent at jsurgent@etfohp.on.ca.

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.

Sarah MacKay
ETFO-HPE President



STATUS OF WOMEN COMMITTEE

Chair: Shani Doucet, Prince of Wales

The Status of Women Committee is looking forward to bringing different events to you this year including: a fall retreat day at *The Frink Centre*, a hygiene drive for the local shelters, book clubs, women's golf clinic, and the popular revamped Retreat at *Isaiah Tubbs*. *Take Back the Night* walks happened in Bancroft and Belleville in September. There will also be a walk in Picton in October. Keep an eye on your email and the facebook group for different events. If you are interested in joining the committee or have any ideas for events please reach out to Shani Doucet at statuschair.efohp@gmail.com, Remember October is *Women's History Month*.



PROFESSIONAL LEARNING COMMITTEE

Chair: Teresa Hadley, Stirling

We have a number of fun learning opportunities scheduled for the months ahead and more to be added soon! The first professional learning workshop of the year, *I Only Have 100 Minutes*, will be focussed on the scientific research related to literacy and language acquisition and are ready to learn more about what effective instruction looks like and how it all comes together inside a literacy block. This will be held on October 30th. On December 3rd we will be hosting a workshop about best practices for supporting learners with autism. Then, on December 10th we will be hosting another paint night with Rachel Seaver just in time for you to take the lesson back to your classroom. We will be having the first meeting of the Professional Learning Committee soon. If you would like to be part of the committee or have any questions or suggestions, please reach out to Teresa Hadley at plchair.efohp@gmail.com



EQUITY AND SOCIAL JUSTICE COMMITTEE

Chair: Jamie Stevenson, Coe Hill School

The Equity and Social Justice Committee is looking forward to working with members this year to increase engagement and awareness of issues that impact the Local and our community. We are planning workshops and hope to be part of community events, such as Bay of Quinte Pride. If you are interested in helping us plan and do the work of social justice please reach out to chair Jamie 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 at newmembers.efohp@gmail.com if you have any questions or you want to join. Looking forward to meeting you!



POLITICAL ACTION COMMITTEE

Chair: Danielle Saunders, Queen Elizabeth

Lack of qualified occasional teachers, heat extremes in classrooms, lack of support for students with special needs, class sizes well over 25, violence in the classroom. These are just a few of the important issues that impact our teaching and student learning. If you care about any or all of these issues then, the Political Action Committee is for you! Together we want to help engage members and the community to be part of the solution. Please reach out to chair Danielle at pac.efohp@gmail.com for more information.



SOCIAL AND WELLNESS COMMITTEE

Chair: Derek Watt, Trent River

Welcome back to another school year! I hope it's off to a good start. The Committee is hard at work, planning another busy year of events. We begin by celebrating World Teachers' Day on October 5th. Between then and Christmas we will be offering a paint night, tickets to shows in Stirling and Bancroft, as well as sponsoring public free skating at various arenas throughout the Local. Stay tuned for details. As always, new members and event ideas are always welcome!



HEALTH AND SAFETY COMMITTEE

Chair: Stephanie Donaldson, Tyendinaga

The Health and Safety Committee will be having our first meeting on Tuesday, October 8th 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.

There will be new QR codes for the "ETFO Health and Safety Resource" sheet soon. The local website was updated, so we need to print new QR codes to match. If you need them, here are updated links for the resources found on the laminated sheet: [Accident, Violent Incident and Safe Schools](#), ETFO [Violent Incident Form](#).

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

Town Hall

Belleville is ready for change. The *Ontario Federation of Labour* hosted the first of a series of town hall meetings in Belleville on September 5. So many people from across the Bay of Quinte region - unionized workers, non-unionized workers, caregivers, retirees and more, showed up at the first of *The Ontario We Need Town Halls*. The issues brought forth by the members of the community were focused on Healthcare, Education and Affordability. Not only were the problems discussed, but people provided clear solutions and actions. It is time for the politicians to listen. Ontario Federation of Labour President, and CUPE

1022, member Laura Walton spoke passionately that we are just getting started if you are interested in joining in building **#TheOntarioWeNeed** sign up at www.thepowerofmany.ca.

< **Laura Walton** (Ontario Federation of Labour President and CUPE 1022 member) speaks at the OFL Town Hall



Belleville is ready to build the Ontario We Need!



#ThePowerOfMany



Join the Ontario Teachers' Pension Plan for a virtual presentation to learn about one of your most important financial assets: your pension.

Click here for more information:

<https://www.otpp.com/en-ca/members/news/plan-updates-and-news/upcoming-virtual-presentations/>

PREPARING TO RETIRE

(for members within 5 years of retirement)

You've been contributing to your pension throughout your career. Now that you're thinking about retirement, find out how this asset fits into your financial picture.

Our interactive and informative presentation will provide you with everything you need to know about preparing for retirement, and what to expect throughout the pension application process.

Each session is about 1.5 hours with a Q&A session.

Click on a date below to register.

October

[Tuesday, October 22, 2024 at 5 pm](#)

[Thursday, October 24, 2024 at 6 pm](#)

[Tuesday, October 29, 2024 at 6 pm](#)

November

[Tuesday, November 5, 2024 at 5 pm](#)

[Wednesday, November 6, 2024 at 6 pm](#)

[Tuesday, November 12, 2024 at 5 pm](#)

[Wednesday, November 13, 2024 at 6 pm](#)

[Tuesday, November 19, 2024 at 5 pm](#)

BEING A MEMBER – YOUR LIFE AS A TEACHER

(for early to mid-career members)

Your pension is one of your most important financial assets. Consider this your Pension 101. Designed for all early to mid-career members, you will gain an understanding of how your contributions and pension are calculated, how to maximize your pension benefit and how some life events may impact your pension.

Click on a date below to register.

Being a Member (1.5 hrs)

[Thursday, November 21, 2024 at 6 pm](#)

[Tuesday, November 26, 2024 at 5 pm](#)

[Thursday, November 28, 2024 at 6 pm](#)

Annual Meeting

Over 600 ETFO members from across the province attended the ETFO Annual Meeting to receive reports of the officers and committees, to elect officers, to receive financial statements and to debate and vote on motions. This year's meeting was held in Toronto, on August 12-15th. The delegates that attended from our local were: *Sarah MacKay* (President), *Jason Surgent* (1st Vice-President), *Jane Scanlan Price* (2nd Vice-President), *Amira Loney* (Secretary), *Justine Bucknell* (Treasurer), *Danielle Saunders* (Political Action Chair), *Derek Watt* (Soical/Wellness Chair).



KNOW YOUR CA*

IMMEDIATE FAMILY

Includes the Teacher's father, mother, spouse, brother, sister, child, grandparent, grandchildren, corresponding in-laws, person who stood in Loco Parentis to the Teacher or a person to whom the Teacher stood in Loco Parentis.

L30 - Absence Codes

*COLLECTIVE AGREEMENT



Home Fire Safety



One of the most common emergencies Canadians experience is a fire in their home. House fires can happen anywhere and anytime, but they're most common between December and March. Since Fire Prevention Week is October 6 to 12, it's the perfect time to learn how to protect your home and loved ones from the impacts of fire. A house fire can pose a severe threat in just a few minutes, which is why it's so important to be informed and prepared.

Read more at <https://bit.ly/3N4JLQ4>. #OTIPUpdate

As our way of saying thank you for getting an auto and/or home insurance quote, we'll send you a \$20 gift card of your choice. Plus, when you get a quote throughout September and October, you'll be automatically entered into our Back to School Bonus Contest for a chance to win \$1,000 cash! [Get an online quote](#) or call 1-888-892-4935 and mention this offer.

ETFO's
 Pregnancy & Parental Leave
Information Session
 For parents-to-be and their partners regarding Pregnancy and Parental/Adoption leaves



Thursday,
November 28th, 2024
 5:00 to 7:00 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 Nov. 21st at:
<https://bit.ly/PregParental2024>



FEDERATION HOUSE
 114 VICTORIA AVE., BELLEVILLE ON K8N 2A8
 ETFO Hastings-Prince Edward Teacher Local

ETFO's  Elementary Teachers' Federation of Ontario
TPA *workshop*
TEACHER PERFORMANCE APPRAISAL

Tuesday, November 12th, 2024



5:00 pm
 Light refreshments will be provided.

RSVP Deadline: Nov. 6th
<https://bit.ly/TPAHPE2024>

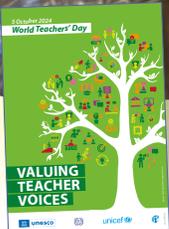


Presenter: **Jamie Thom**
 (Provincial ETFO)
LOCATION: Foxboro Public School
 658 Ashley St, Foxboro

ETFO Hastings-Prince Edward Teacher Local

World Teachers' Day

The *Social and Wellness Committee* sponsored **World Teacher's Day** treats at schools. We hope you all had a wonderful day and know much you are appreciated!



Thanks from
 Coe Hill

The ETFO-HPE Professional Learning Committee is excited to offer:

I Only Have 100 Minutes!
WORKSHOP

This workshop is for educators who understand the scientific research related to literacy and language acquisition and are ready to learn more about what effective instruction looks like and how it all comes together inside a literacy block. With diverse student needs, limited resources, and a new curriculum, fitting everything into 100 minutes sometimes feels impossible! Together we will look at explicit and systematic instructional approaches for teaching essential reading and writing skills while supporting all students and promoting joy and engagement in the classroom.

Wednesday, October 30th, 2024
 4:30 p.m. — Arrival/Dinner
 5:00-6:30 p.m. — Workshop
 STIRLING PUBLIC SCHOOL



Registration deadline Oct 25th
 (OPEN TO 25 MEMBERS)
<https://bit.ly/100MinutesLiteracy>



ETFO Hastings-Prince Edward Teacher Local



Brought to you by the
STATUS OF WOMEN COMMITTEE

Women's WELLNESS DAY



Frink Centre
381 Thrasher Rd, Plainfield

Art Activities • Boardwalk Hike
Campfire (hot dogs & smores)

October 19th, 2024 | 11:00 a.m. - 2:00 p.m.

REGISTRATION DEADLINE: OCT. 15TH
<https://bit.ly/Frink2024>

ETFO Hastings-Prince Edward Teacher Local



What is your QECO rating?

From time to time the Local requests information from the board regarding our member's QECO category ratings. We do this to better support our members in moving up the pay grid, if they choose to do so. We know there are several members at both A2 and A3. Moving up the qualifications grid will significantly increase a member's income. Our local has negotiated funds, specifically the Additional Qualifications, AQ Fund, in our collective agreement to directly support members financially if they wish to take courses required to change categories. For the current school year, there are a limited number of applications remaining for spring courses. Courses taken after June 1, 2024 would be eligible for the 2024-25 school year AQ Fund for most members. New members are eligible to access funds based on their start date this school year.

If you go to the QECO site, qeco.on.ca, you will find an extensive list of requirements needed for moving up a pay category. In most cases, it is a matter of completing a three part specialist or taking one or two AQ courses. Most of these courses can also be tax deductible, however you should consult a tax professional for further information. Additional Qualifications courses are offered by many universities and ETFO also offers these courses. The ETFO offerings can be found at <https://etfo-aq.ca/catalogue/#dates>.

If you have taken an Additional Qualifications course recently, make sure that you inform QECO and the board. The information is not sent automatically to the board. It is your responsibility to make sure that you are being paid at the appropriate rate.

If you are not currently A4, we would strongly encourage you to pursue changing your QECO rating. We would be very happy to assist you if you have questions regarding your QECO rating. You can also contact QECO directly through their website qeco.on.ca or call 1 (800) 385-1030.



♥ Congratulations To:

- **John McAully** (Easthill) — baby boy
- **Kaily Post** (Stirling) — baby girl
- **Shand Goulin** (Stirling) — baby girl
- **Kelsey Earl** (CML etc) — baby girl
- **Jenna Cook** (Tyendinaga) — baby boy
- **Marida Di Giacomo** (SIAM) — wedding

♥ Our Sincere Condolences To:

- **Sarah Gatchell** (York River) — Loss of Father-in-law
- **Roxanne Mossman Cross** (Stirling) — Loss of Mother
- **Jasmine Scott** (NHHS) — Loss of Grandmother

September 1, 2024 – 2.75 %

Year	A	A1	A2	A3	A4
0	\$ 53,993	\$ 55,760	\$ 60,369	\$ 66,901	\$ 72,017
1	\$ 56,977	\$ 59,633	\$ 62,763	\$ 69,899	\$ 73,947
2	\$ 60,213	\$ 62,890	\$ 64,288	\$ 72,889	\$ 75,872
3	\$ 62,777	\$ 66,748	\$ 67,481	\$ 77,066	\$ 80,452
4	\$ 65,331	\$ 70,193	\$ 70,942	\$ 81,236	\$ 85,026
5	\$ 68,182	\$ 74,041	\$ 74,807	\$ 85,404	\$ 89,603
6	\$ 71,146	\$ 77,063	\$ 79,077	\$ 89,575	\$ 94,179
7	\$ 74,305	\$ 81,764	\$ 83,405	\$ 93,741	\$ 98,753
8	\$ 77,551	\$ 85,521	\$ 86,734	\$ 97,915	\$ 103,325
9	\$ 82,388	\$ 89,607	\$ 92,909	\$ 104,167	\$ 110,195
10	\$ 87,229	\$ 92,822	\$ 99,080	\$ 110,420	\$ 117,064

2024-25 Pay Grid



ETFO Hastings-Prince Edward Teacher Local

FEDERATION HOUSE 114 VICTORIA AVENUE, BELLEVILLE, ON K8N 2A8

613-968-3707

Affiliated with the
Elementary Teachers' Federation of Ontario



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www.etfohp.on.ca