

# It's Elementary

April 2025

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.

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

Approve a  
Draft Budget  
for 2025-2026

Approve  
Amendments  
to the  
Constitution

RECEIVE  
ANNUAL  
REPORTS

Provide  
Direction  
for the  
Local for  
2025-2026

Undertake  
New  
Business

Election of  
Committee  
Chairs and  
Secretary

ETFO-HPE

## LOCAL ANNUAL M·E·E·T·I·N·G

THE GRAND

70 Harder Drive, Belleville

April 29<sup>th</sup>, 2025 | 5:00 P.M. START

— NORTHERN LOCATION: York River PS (Room 137) —

*Article VIII, Constitution: "The Annual Meeting of the Local shall be held prior to May 1<sup>st</sup> each year"*

## PRESIDENT'S MESSAGE:



### Spring Staffing Process

The Spring Staffing Process is once again upon us. The Joint Staffing Committee will be meeting soon to have preliminary talks on enrollment, special education staffing, and central coordinator roles. The Ford Government has not yet released their Core Education Funding (formerly known as Grants for Student Needs (GSN)). This may

create a delay in the staffing process timelines (posted on the [etfhp.on.ca](http://etfhp.on.ca) website). Currently, Surplus (to schools) and, if necessary, Redundancy (to the system) will be communicated on May 6. Teachers anticipated assignments will be communicated to teachers prior to Day One of the Spring Staffing Process which is May 12. This is the same date that the Board will communicate to the system anticipated administrator placements. All Phase One, Two, and Mobility placements will be decided by the members of the Expanded Joint Staffing Committee (eJSC) with equal Board and Union representation. The members of the ETFO eJSC are Sarah MacKay, Jason Surgent, Jane Scanlan-Price, Justine Bucknell, and Danielle Saunders. If you are interested in a move, you might also want to investigate the possibility of a Teacher Exchange. If teachers who are declared Surplus (to their school), or Redundant (to the system) have questions about the process, please speak to your steward or call the Local Office. In the event that the Board declares Redundancy with the potential for a recall list, the Local Office will be in touch with those teachers regarding setting up a common meeting to explain the process and answer questions.

### Local Annual Meeting

Our Local Annual Meeting will be held on Tuesday, April 29<sup>th</sup> at 5:00 p.m. at The Grand in Belleville with a satellite site at York River in Bancroft. This is an election year for Committee Chairs and the position of Secretary. At the Local Annual Meeting, a draft Budget will be presented for members approval and new Constitution amendments will be brought forward.

At the Annual Meeting in Toronto in August of 2024, AMR#32 from R. ST-JAMES (Limestone Teacher Local)/T. BARKER (Upper Grand Teacher Local) was passed:

- “That a local with two (2) or more released officers and no constitutional provisions to ensure that at least one (1) released officer self-identify as a woman:
- i) at their next local general meeting that considers constitutional amendments, put forward an amendment to ensure that at least one (1) released officer self identify as a woman; and
  - ii) have members vote on this issue”

As a result, the Local is bringing forward a motion to address the provincial motion locally:

**Article VII:** If the budget determines that there can be more than 2 Released Executive Members (REM) the Local shall have a President, a Vice President Woman and a Vice President Open beginning with the elections for the 2026-28 term.

Please try to find time in your schedule in order to attend.

### Local Celebration Dinner

Our Celebration Dinner, at which we honour new, 25-year, and retiring teachers will be held on Tuesday, June 10<sup>th</sup>. New teachers in attendance will receive their wooden apple and the 25-year teachers in attendance will receive their red glass apple. Please save the date, and come and celebrate the conclusion of another teaching year!

### Provincial Annual Meeting

ETFO's Annual Meeting will take place in Toronto from August 11-14, 2025. In addition to myself, your Local representatives will be *Jason Surgent, Jane Scanlan-Price, Justine Bucknell, Stephanie Donaldson, and Derek Watt*. This year is a Provincial Executive election year so we are looking forward to an eventful Annual Meeting!

### Federal Election

On March 23, 2025, Her Excellency the Governor General, at the recommendation of the Prime Minister, issued a proclamation to dissolve the 44<sup>th</sup> Parliament. The 45<sup>th</sup> General Election will be held on **Monday, April 28, 2025**.

Detailed information about when, how, and where to vote will be found on the Elections Canada website [www.elections.ca](http://www.elections.ca).

It is very important to have your voice heard. Please get out and vote in this election and encourage others to do so!

*Sarah MacKay*  
ETFO-HPE President

## International Day of Pink April 9<sup>th</sup>

The Day of Pink was started in Nova Scotia in 2007 when two Grade 12 students saw a Grade 9 student who wearing a pink shirt being bullied on the first day of school. Bullies harassed the boy, called him a homosexual for wearing pink and threatened to beat him up. The two Grade 12 students - David Shepherd and Travis Price bought and distributed 50 pink shirts and encouraged peers to arrive to school wearing pink.

The result was that the school took a stand and began working together to prevent bullying.

MORE INFORMATION AND RESOURCES  
CAN BE FOUND [HERE](#).



### STATUS OF WOMEN COMMITTEE

Chair: Shani Doucet, Prince of Wales

International Women's Day has been celebrated every year on March 8 since 1911. Imagine a gender equal world, a world free of bias, stereotypes, and discrimination, a world that's diverse, equitable, and inclusive, a world where difference is valued and celebrated. We are celebrating International Women's Day 2025 with an event at Karlo Estates April 10<sup>th</sup>. I hope you can join us for this fun event. Thank you to all who came to our Finding a Balance Retreat Feb 7/8<sup>th</sup> at Isaiah Tubbs Resort. It was so nice to spend the time together. Plans have started for next year already. If you are interested in joining our committee or have ideas for next year please reach out to Linda, Adrienne, Jane or Shani. You can send an email to [statuschair.elfohp@gmail.com](mailto:statuschair.elfohp@gmail.com), we welcome new ideas and members.



### PROFESSIONAL LEARNING COMMITTEE

Chair: Teresa Hadley, Stirling

Over the past few months, we have continued our professional learning with a variety of engaging opportunities. In February, we participated in an ETFO Provincial Workshop, *Diving into the Language Curriculum*, with a focus on Strand B. This session explored ways to build oral language skills and explicitly teach phonics to support early literacy development. In March, we deepened our understanding of *Self-Regulation in the Early Years* with another ETFO provincial facilitator. This session highlighted the importance of self-regulation in understanding children, the power of relationships, and strategies to foster self-regulation in the classroom. Looking ahead, we are excited to offer a workshop for those interested in teaching recorders in the classroom, led by local member Adrienne Deveau-Wachner. Stay tuned for registration details for an upcoming Let's Talk Science workshop, presented by local member Melissa L. Burns. We look forward to continuing our learning together! If you have any questions or suggestions, please reach out to Teresa Hadley at [plchair.elfohp@gmail.com](mailto:plchair.elfohp@gmail.com)



### EQUITY AND SOCIAL JUSTICE COMMITTEE

Chair: Jamie Stevenson, Coe Hill School

The Equity and Social Justice Committee continues to work on addressing and programming for our members. The committee welcomes and encourages new members to join, in particular member's in equity-seeking groups. Keep an eye on ETFO-HP's Facebook page for our upcoming meeting in April. All are welcome!



### NEW MEMBERS COMMITTEE

Chair: Sherry Simms, Trent River

Happy Spring Everyone! I hope you enjoyed your report card writing Kit Kat bar that you received in February! There are a few ETFO activities coming up in the near future that I hope you take advantage of. Remember new members are able to get an additional discounted rate on the cost of any of the activities organized by ETFO. Keep looking at your school's ETFO board for the posters with more information for these fantastic opportunities!

Please reach out if you have questions or concerns.



### POLITICAL ACTION COMMITTEE

Chair: Danielle Saunders, Queen Elizabeth

The Political Action Committee has been busy! Many updates and facts were posted on our local Facebook page to help keep members informed during the provincial election. During Steward Council, a presentation was given on local candidates and party platforms. We highlighted the Building Better Schools interactive map and multiple sources where members could access trusted information. On April 24, Andy Hanson will be coming to Federation House to give a talk about his book *Class Action*. If you are interested in politics please contact Danielle Saunders at [pac.elfohp@gmail.com](mailto:pac.elfohp@gmail.com).



### SOCIAL AND WELLNESS COMMITTEE

Chair: Derek Watt, Trent River

Thank you to all those who have supported our many activities this year! Be sure to mark your calendar for our 11<sup>th</sup> Annual Wellness Day on Saturday, April 26<sup>th</sup>. Along with OSSTF, HAPE-OTL, and CUPE, our members can access skating, the pool, gymnasium and cookie decorating - all free of charge! Our remaining events include tickets for a McCoy Bus trip to a Blue Jays game May 4<sup>th</sup>, and Cinderella the Musical at the Pinnacle Playhouse in June. Watch your email for more details and sign-up information!



### HEALTH AND SAFETY COMMITTEE

Chair: Stephanie Donaldson, Tyendinaga

Do you know about ETFO's Action of Violence? This multi-year strategy to address violence in our schools has been ongoing since 2017. There are many false statements when addressing violence in our schools. Do you know the myths? Do you know your rights?

#### MYTHS

1. I'm not allowed to refuse unsafe work.
2. The problem of violence in schools can't be fixed because a student has a right to an education.
3. When a student is young, has special needs or doesn't understand the impact of their actions it isn't violence and shouldn't be reported.

#### THESE ARE ALL MYTHS! WORKPLACE VIOLENCE IS VIOLENCE. FULL STOP. VIOLENCE MUST BE REPORTED.

For more information check out our new [Health & Safety Tab](#) on our website. Do you want more info about ETFO's Action on Violence, myths and answers to questions? Take a look at the provincial [ETFO H&S site](#) and these [videos](#). Change starts with you.



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



# Sunday, May 4<sup>th</sup>, 2025

## DEPARTURE & RETURN TIMES

Please make sure to arrive at your stop about 10-15 minutes before the scheduled departure time. Four pick-up / drop-off locations available.



Kingston	Napanee	Belleville	Cobourg
9:00am   8:00pm Toys R Us	9:30am   7:30pm Flying J Travel Centre	10:00am   7:00pm Quinte Mall (by Denny's)	10:45am   6:15pm Northumberland Mall (by Staples)

**\$75 each**  
(max 2 per member)



## Includes:

- 1 Game Ticket (Section 133)
- Round-trip Transportation (McCoy Getaways Deluxe Motor Coach)

**Register Now!** <https://bit.ly/BlueJaysETFOHP>

Registration open until 4 p.m. on April 4<sup>th</sup> followed by a random draw for 16 tickets

*Ticket delivery will be arranged after payment has been received.*

## CASHLESS VENUE

Rogers Centre is now a cashless venue and will not accept cash for purchases. Reverse ATMs are available throughout the stadium where fans can insert cash and receive a physical card that will act like a debit or gift card at all concessions and restaurants within the venue.

## TOUR NOTES

- Please return to the bus as soon as the game ends to depart home.
- Comfort stops will not be made along the way on these trips.
- No alcohol is permitted on the bus.
- For the comfort of fellow passengers, refrain from using scented products.
- All tours will travel regardless of weather conditions and forecast.

# WellnessDay

## 11<sup>th</sup> annual

### Family Fun For Members



**SKATING**  
2:00-3:00 pm  
(Mackay Arena)



**GYM**  
2:00-5:00 pm



**POOL**  
3:30-5:30 pm  
(All 3 pools)

**SATURDAY, APRIL 26<sup>th</sup>, 2025**

Participate in One Activity or All

**FREE for Members!**

Just ask your School Steward or Branch President for a 2025 Wellness Day Family Pass

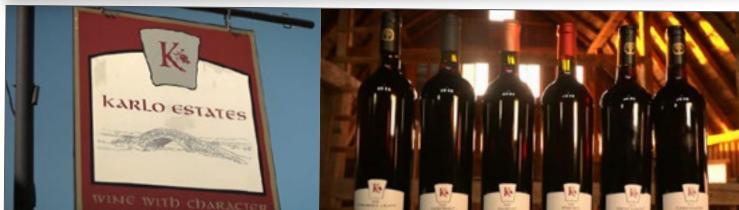
ETFO Occasional Teachers, email Cynthia Riordon: cyndowneast@gmail.com

**Cookie Decorating**  
2:00-5:00 pm  
(Multipurpose Meeting Room)



Brought to you by: ETFO-HPE, HAPE-OTL, OSSTF D29, and CUPE 1022

265 CANNIFTON RD., BELLEVILLE



## An Evening with Sherry Karlo

In Celebration of International Women's Day

presented by the

ETFO-HPE Teacher and Occasional Teacher Locals

# Thursday, April 10<sup>th</sup>, 2025

6:00 pm

*JOIN US FOR CANAPÉS AND WINE TASTING AT KARLO ESTATE*



**Sherry Karlo** Co-Founder/Owner

Sherry founded Karlo Estates with her late husband, winemaker and wine judge, Richard Karlo. They built an award-winning winery which earned international accolades and widespread recognition. As the Vintner, Sherry curates the portfolio, applying her expertise to package and market the wine. She is a multi-award-winning Entrepreneur with 30 years of experience as a business owner.

[karloestates.com](http://karloestates.com)



REGISTRATION DEADLINE: APRIL 4<sup>TH</sup>  
<https://bit.ly/StatusKarlo>

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



**Guest Speaker:**  
Adrienne Deveau-Wachner

IN THIS INTERACTIVE WORKSHOP, ADRIENNE WILL GUIDE YOU THROUGH THE BASICS ON HOW TO START A RECORDER PROGRAM WITH MINIMAL MUSIC EXPERIENCE. YOU WILL ALSO RECEIVE A STEP BY STEP GUIDE ON HOW TO GET YOUR LEARNERS MAKING MUSIC QUICKLY AND HOW TO SUCCESSFULLY IMPLEMENT THE RECORDER KARATE PROGRAM. RECORDERS WILL BE AVAILABLE FOR USE DURING THE WORKSHOP.

Arrival/Dinner 4:30 p.m. Workshop 5:00-6:30 p.m.

LOCATION: BAYSIDE PUBLIC SCHOOL



Registration deadline April 16<sup>th</sup>, 2025:  
<https://bit.ly/41wQzNr>

ETFO Hastings-Prince Edward Teacher Local





# Finding A Balance

## Retreat For Women Educators

Brought to you by the ETFO-HPE Status of Women Committee

On the chilly weekend of February 7<sup>th</sup> and 8<sup>th</sup> the Status of Women Committee was thrilled to host **Finding a Balance Retreat** at Isaiah Tubbs Resort in Prince Edward County. We began the weekend on Friday night with dinner and guest speaker, pilot Lola Reid Allin. We then retired to the Great Hall for some socializing and music. On Saturday, the day began with a slight change of agenda, with an excellent presentation by Alana Gould from Educator's Financial and a delicious breakfast. The day continued with workshops including yoga, self defence and water colour painting. We are already starting to plan the next retreat. Thank you to all the organizers and members that were able to participate in this fun weekend.



ABOVE: Guest Speaker: Lola Reid Allin  
discussing her memoir "Highway to the Sky"



ABOVE: Alana Gould (Educator's Financial)





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

# 5 pin/ 10 pin **Family BOWLING**

**March 12<sup>th</sup>**

The Social and Wellness Committee hosted a family bowling event at Quinte Bowl over the March Break. We tried hard not to leave any pin standing.

Everyone that attended thought that this kind of event was right up their alley.

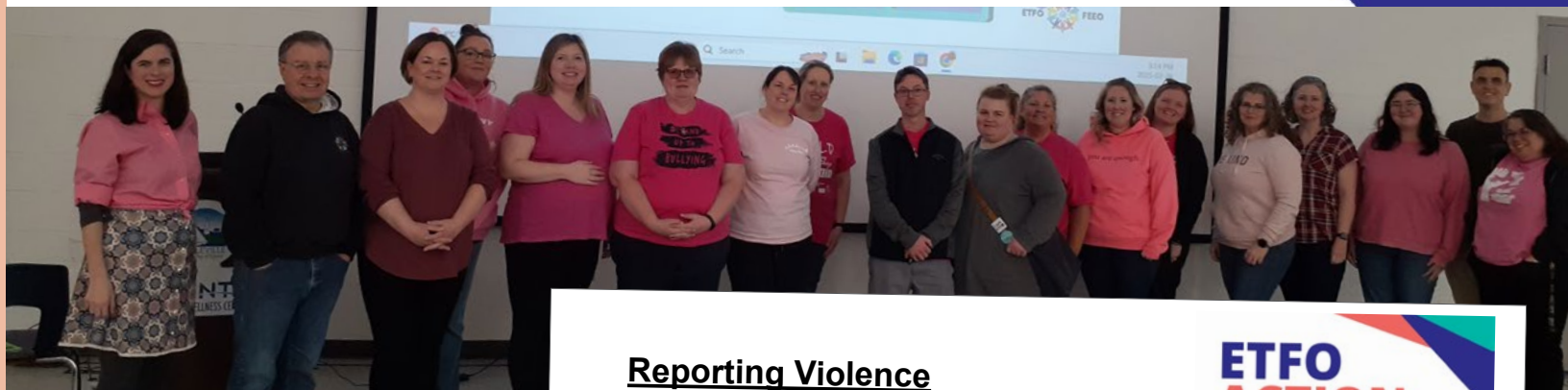
Overall, it was a lucky strike!





# ETFO's ACTION on Violence WORKSHOP

February 26<sup>th</sup>, 2025



## During this program members reviewed:

- ETFO's Multi-Year Strategy to Address Violence in Schools, including data about ETFO members' experiences
- Some of the myths our members hear about violence in schools and their rights, and where those myths come from
- A walk through a day at school, including the protections and processes that should be in place:
  - Notifications of risk • Risk assessments
  - Safety plans • Work refusals
  - How to report violent incidents
  - How and when the risk of violence should be reassessed
- Where ETFO members can find the information they need and find support
- What members can do if they are experiencing violence at school

## Reporting Violence



After experiencing violence, submitting a report may be the last thing on your mind.

Reporting violent incidents is your legal responsibility and it's an important part of creating solutions to address violence in the schools.

1. The documentation of a serious student incident is important when advocating for more supports.
2. Making a report supports your colleagues. If you do not report violence, others are less likely to be informed of the risk.
3. Reports are for your protection and your wellbeing. A report creates a record of what happened. If you experience illness or injury now or later, the report is your record to demonstrate that it is a workplace injury. This is true whether the impact of violence is physical or psychological.

Don't forget, your report is also included in the reports that are given to the Joint Health and Safety Committee. This committee meets at the board level and will look at issues to identify systemic solutions to violence in our schools. Check out more on ETFO's action on violence by watching these [videos](#) or the [etfohealthandsafety.ca](https://etfohealthandsafety.ca).



**Elementary  
Teachers'  
Federation of  
Ontario**



You are required to report violent incidents that cause or could cause physical injury, whether physical force is actual, attempted or threatened.



| [etfo.ca](https://etfo.ca) | 1-888-838-3836 |

## Your duty to REPORT

You have a duty to report violent incidents regardless of a person's age, needs or other mitigating factors.

- Submit a workplace violence report.
- Submit an injury/illness report with or without first aid or medical attention.
- If the incident is a serious student incident, submit a Safe Schools Incident report.

These reports should be made through your school board's online incident reporting tool.

You have the right to refuse work if you believe workplace violence is likely to endanger you.

**Teachers must take into account the safety of their students before refusing work.**

If you have questions, are blocked from reporting in any way, or are considering refusing work, call your ETFO local for support or the provincial office at: 416-962-3836 or 1-888-838-3836.

For more information visit [etfohealthandsafety.ca](https://etfohealthandsafety.ca)



### Congratulations To:

- **Emily Embry** (SMES) — Baby girl



### Our Sincere Condolences To:

- **Jeff Mann** (CSS) — Loss of father
- **Jocelin Maines** (Tweed) — Loss of grandfather
- **Cassie Lyon** (Athol) — Loss of sister
- **Nancy Warren** (SJAM),  
**Lydia Warren** (Trent River/VP Carswell), and  
**Lisa Terpstra** (Kente) — Loss of father/grandfather
- **Ainslie Splinter** (Tyendinaga) — Loss of step mother
- **Paige Cole** (NHHS) — Loss of grandmother



## ETFO-HPE TEACHER LOCAL

# Celebration<sup>20</sup><sub>25</sub>

CELEBRATIONS FOR 25 YEAR MEMBERS,  
NEW MEMBERS, AND RETIREES

## Tuesday, June 10<sup>th</sup>

– Details to follow –

### A Message from Doug Thur, former HAPE-OTL President

On Monday March 17, I submitted my letter of resignation to the school board and the General Secretary of ETFO. My official retirement began on March 31, 2025. As many of you know I have been the Occasional Teacher President since July 1, 2013. Prior to this I was Vice President for four years. In the past 139 months, I was also your Chief Negotiator and Health and Safety representative on the Joint Health and Safety Committee (JHSC). As Chief Negotiator I led the bargaining team through three rounds of bargaining and a two-year extension agreement. Throughout these years as President, I was always available to answer my member's questions and concerns and I worked tirelessly to keep the Board accountable for fair hiring and ensuring the HPEOTL Collective Agreement has been followed.

During my time with the OT Local, I worked in a number of LTOs and contract positions at various schools in our Board. I worked with many OT teachers who are now contract teachers and want to thank each and every one of you that supported and encouraged me through these years. While it was never my intention to be a Union advocate, I hope I was able to make a difference for some of you.

Again, thank you for the support you have given me.

*Doug Thur*

*On behalf of the HPE Teacher Local I would like to thank Doug for his years of service to his ETFO members and wish him all the best in his retirement! Congratulations and welcome to Cynthia Riordon the new President of HAPE-OTL! — Sarah*

Early retirement 101: the 85 / 90 factor – can you retire before reaching it?



Early retirement. It's something we all think about—especially with the last few years in the rear-view mirror. However, when you're an education member who is working towards their 85 or 90 factor, there are financial implications to retiring ahead of that magic number.

**Before you hand in your notice, learn how much it'll potentially cost you to retire early:** <https://bit.ly/3QvbQ53>.

Plus, be sure to check out this educator-specific [Pension Income Gap Calculator](#) to see if you are on track, or [speak with an Educators advisor](#) for advice tailored to your unique needs.

*Educators Financial Group has been offering financial planning and a wide selection of investing and lending products and services exclusively to education members and their families since 1975. It is this strong history that has enabled them to become the education community's financial specialist — empowering educators to achieve their financial goals. Book your complimentary consultation today: <https://bit.ly/3QwChHg>.*

### ETFO Hastings-Prince Edward Teacher Local

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

**613-968-3707**



Find us on Facebook:  
Etfo Hastings Prince Edward



Follow us on Twitter:  
HP ETFO @ ETFOHPE

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

Affiliated with the  
Elementary Teachers' Federation of Ontario



**Elementary  
Teachers'  
Federation of  
Ontario**