

It's Elementary

June 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.*



Celebration²⁰ DINNER²⁵

CELEBRATIONS FOR 25 YEAR MEMBERS,
NEW MEMBERS, AND RETIREES

Tuesday, June 10th



PRESIDENT'S MESSAGE:



Staffing

The Elementary Spring Staffing Process has been completed. Unfortunately, prior to the beginning of Phase One, 39 teachers had been declared redundant. At this time, while the board will be hiring for three French positions, there remain 4 teachers who are partially redundant and 10 teachers who are fully redundant within the system.

The members of the ETFO eJSC were Sarah MacKay, Jason Surgent, Jane Scanlan-Price, Justine Bucknell, and Danielle Saunders. I would like to thank the members of the eJSC for their valuable insight and thoughtful input throughout the spring staffing process.

Humanity Fund

ETFO's Humanity Fund assists national and international education projects of direct benefit to teachers and students. The \$20 deduction on the first pay of the school year has helped to support the Stephen Lewis Foundation and has funded projects throughout the world. The \$20 is tax deductible, but if you do not wish to contribute, you should complete the form in Part B on page 122 of the Collective Agreement and submit to HR prior to the processing of the first pay of the new school year.

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.

Provincial Annual Meeting

ETFO's Annual Meeting will take place in Toronto from August 11-14. In addition to myself, your Local representatives will be Jason Surgent, Jane Scanlan-Price, Justine Bucknell, Stephanie Donaldson, and Derek Watt. This year the Local will also be represented by two alternates; Stan Claus and Evan Pearson. It is a Provincial Executive election year so we are looking forward to an eventful Annual Meeting!

As we close out another school year, I want to take a moment to recognize the tremendous effort, compassion, and professionalism you have shown throughout 2024–2025. From adapting to evolving classroom environments to supporting students through academic, emotional, and social challenges, your dedication has made a profound difference in the lives of your students. Enjoy a restful, joyful, and rejuvenating summer break—you have more than earned it!

Sarah MacKay
ETFO-HPE President

KNOW YOUR CA*

TEACHERS IN PLANNING TIME ASSIGNMENTS

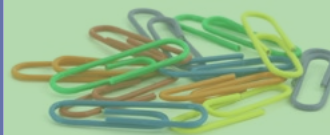
Tentative schedules for the following year's teaching assignment **including reporting responsibilities** shall be provided to teachers in a planning time assignment prior to June 30th.

Article L11.11.05



***COLLECTIVE AGREEMENT**





STATUS OF WOMEN COMMITTEE

Chair: Shani Doucet, Prince of Wales

It's hard to believe another year is coming to a close, thank you to all who came out to our Status of Women events this year. Our final event "Blind Date with a Book" was a great way to add to our summer reading list. We are hoping to bring this back next year for those who missed it. If you are interested in joining our committee or have ideas for next year please reach out to Chair Shani. You can send an email to statuschair.elfohp@gmail.com, we welcome new ideas and members. Have a wonderful and relaxing summer. As Sharon Valleau once said, "Women like you pave the way for women like me, and for that, I am grateful."



PROFESSIONAL LEARNING COMMITTEE

Chair: Teresa Hadley, Stirling

In May we hosted our final PD session of the year, a Make and Take event with a focus on literacy and numeracy. Members left with materials and ideas that they could use in their classrooms the next day. We have a number of PD events lined up for the fall including setting goals with vision boards, a literacy session entitled Decoding Decodables with Lee-Ann Lear, founder of Syllasense, followed by a literacy Make and Take as well as a session with Alicia Prestong, Mindfulness and Self-Regulation Specialist from Mindful Roots and a watercolour painting session with member Rachel Seaver. We will continue taking your ideas and feedback to plan additional sessions throughout the year and 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



EQUITY AND SOCIAL JUSTICE COMMITTEE

Chair: Jamie Stevenson, Coe Hill School

Members of the executive and Equity Committee were thrilled to be able to participate in the Quinte Pride Parade on June 7. We marched from Riverside parking lot in Downtown Belleville to Zwicks Park. We had a table set up with a variety of swag for young old with the Quinte Labour Council. We are excited about participating in and planning more events for next year. Please reach out to our incoming Chair Adrienne at equitychair.elfohp@gmail.com if you have ideas or would like to join the committee.



NEW MEMBERS COMMITTEE

Chair: Sherry Simms, Trent River

To all of our New Members as you wrap up this school year in HPE. You made it! You survived lesson planning, grading marathons, fire drills, and possibly a few mystery smells in your classroom, and you're still standing. That alone deserves a medal—or at least a very large coffee.

This year, you learned a lot. You learned that "quiet" is a relative term, that dry erase markers mysteriously vanish, and that kids can, in fact, ask 47 questions in one minute. You discovered the difference between "planned" and "what actually happened," and you got very, very good at improvising.

But you also made a difference. You showed up every day with energy (or at least caffeine), patience, and heart. You built relationships, inspired curiosity, and helped your students grow—not just academically, but as people. That's no small thing. We know that for many of you, things are stressful because your position for next year is unknown. We will all keep hoping for the best for you.

With that, here are some wishes for the future. may your journey be filled with endless opportunities for growth, learning and transformation, may your photocopier never jam, may your Sharpies never dry out, may staff meetings be short and may you change the world one student at a time.



POLITICAL ACTION COMMITTEE

Chair: Danielle Saunders, Easthill

"A recent survey commissioned by EFO* found that more than half of parents with school-aged kids believe public education has gotten worse in the past three years. 80% percent agree or strongly agree that the Ford government's cuts to public schools are hurting students. And more than 67% of Ontarians agree: when it comes to public schools, the provincial government should increase funding (building better schools 2025)." With continued funding cuts we feel the impacts in the classroom! If you are interested in politics please contact Danielle Saunders at pac.elfohp@gmail.com



SOCIAL AND WELLNESS COMMITTEE

Chair: Derek Watt, Trent River

Thank you to all those who attended our 11th Wellness Day on Saturday April 26th. In addition to welcoming CUPE members to the event, we set a new attendance record of 200! Our last event of the year involves singing as 15 members and their guests enjoy Cinderella the Musical at the Pinnacle Playhouse on Saturday, June 14th. On behalf of my committee members: Sarah MacKay, Jason, Surgent, Jane Scanlan Price, Ryan Blake, Diana Jardine, and Ashley Morton, I want to thank everyone for their support at our various events. We wish you a safe, happy and relaxing summer. See you in September!



HEALTH AND SAFETY COMMITTEE

Chair: Stephanie Donaldson, Tyendinaga

It is not fun working in an overheated classroom. Staff with pre-existing health conditions and those who are pregnant are more vulnerable to symptoms of heat stress. Report health and safety concerns about high temperature and humidity to your principal. Put your concern in writing. Request that these concerns be investigated and dealt with. Drink lots of water during the day. Take time to rest in a cool place on your breaks. If possible, schedule some classroom time in an air conditioned space. Avoid physical exertion. If you are feeling symptoms of a heat-related illness, report it to your principal and through CLEVR using the [injury/accident reporting online form](#).

For more Heat Resources take a look at: [ETFO Health & Safety Website](#)

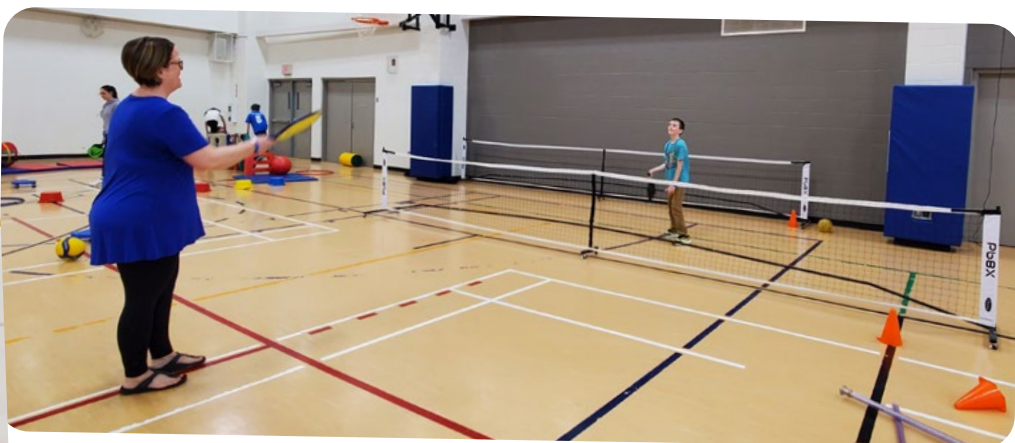
WellnessDay

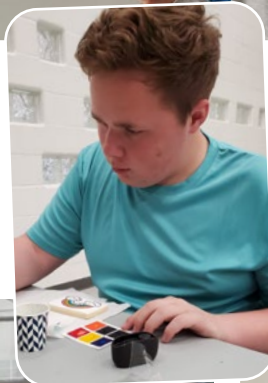
11th annual

Family Fun for Members



On Saturday, April 26th the 11th *Annual Wellness Day* was enjoyed by a number of members and their families. This event was hosted by ETFO-HPE, OSSTF D29, HAPE-OTL, and CUPE 1022 with 200+ in attendance enjoying skating, swimming, and cookie decorating activities. Thanks to all the volunteers who helped this day become a success!





Local 2024-2025 Executive Members

Sarah MacKay, President
Jason Surgent, 1ST Vice President
Jane Scanlan Price, 2ND Vice President
Amira Loney, Secretary
Justine Bucknell, Treasurer
Teresa Hadley, Professional Learning Chair
Shani Doucet, Status of Women Chair
Sherry Simms, New Members Chair
Danielle Saunders, Political Action Chair
Jamie Stevenson, Equity & Social Justice Chair
Derek Watt, Social & Wellness Chair
Stephanie Donaldson, Health & Safety Chair

Tui-Sem Won, ETFO Provincial



(LEFT) *Keren Higgins*
(OTIP Representative) is presented
with a retirement appreciation
basket from the ETFO-HPE local
for her years of support for
members needs, standing with
(RIGHT) Jane Scanlan Price
(ETFO-HPE 2nd Vice President).



2025 Honorary Life Member Awarded to:

Troy Thrower



(LEFT) Jason Surgent (ETFO-HPE 1st Vice President) presents
Troy (RIGHT) with his Honorary Life certificate.

ETFO-HPE Honorary Life Members

Shirley Barker
Catherine Bell-Sood
Olive Brinson
Carol Brooks
Wanda Butcher
Barb Chappelle
Lynne Curtis
Bill Edwards
Karen Fisk
Colette Freeman
Meg Gilbert
Margaret Goode
Barb Gunning
Andy Hanson
Jane Harrison
Karen Haveman
Sarah Hays-Lawlor
Dave Henderson
Penelope Hendricks
Linda Huizenga
Kim Isaak
Janice James
Leona Laird
Chris LeSage
Anne MacInnis
Rick MacIvor
Pierre Martin
André Mrozewski
Heather Muir
Dave Patterson
Nancy Patterson Wickson
Dan Quinn
Lynda Rideout-Mercer
Ann Rowe
Paul Russell
Dianne Sedore-McCoy
Marian Scanlan
Sharon Scrimshaw
Kate Simpson
Joanna Smits-Hoekstra
Erna Sorensen
Jean Storms
Lynn van der Woude
Maxine Walker
Marcie Warren

2024-2025 Stewards

Sarah Isles, Athol-South Marysburgh
Adrienne Deveau-Wachner, Bayside
Leigh-Anna Plumpton, BSS -e
Vanessa Bierwoth, Bird's Creek
Ian McKendry, CSS -e
Jennifer Thibodeau, CHS
Pauline Jones, C.M.L. Snider
Jamie Stevenson, Coe Hill
Melanie Broekema, Deseronto
Ashley Mayer, Easthill
Stephanie Shackleton, Foxboro
Kaylyn Bolte, Frankford
Jodie Hannah, Harmony
Jay Stewart, Harry J. Clarke
Melissa Foley, Hermon
Jennifer Walmsley, Kente
Andrea McConnell, Madoc Township
Nicole Larkman, Marmora
Paul Van Rooy, Massassaga-Rednersville
Katy Garrett, Maynooth
Troy Thrower, NHHS -e
Diana Jardine, North Trenton
Natalie Joseph, Park Dale
Megan Babcock, PECl



Miranda Bennett, Prince Charles – Belleville
Nathan Lumsden, Prince Charles – Trenton
Shani Doucet, Prince of Wales
Marida Di Giacomo, Sir John A. MacDonald
Taylor-Lee Brochu, Sophiasburg Central
Barb Walt, Stirling
Ryan Blake, Susanna Moodie
Kerri King, Trent River
Mike Bowden, THS -e
Miranda Dejong, Tweed Elementary
Rachelle Googe, Tyendinaga
Jacqueline Vella, V.P. Carswell
MaryAnne Hicks, York River
Danielle Miller, Education Centre



New Members



Kendra Marion



Jamie Lawlor



Evan Pearson



Coralyn Whalen



Ben Perrier



Lydia Warren



Brandon Shillington



Laura Brown Bowers

Not Photographed:

Amanda Baker, Abby Bonter, Victoria Cooney, Michael Cousins, Erika Enright, Heather Gauthier, Sarah Heron, Melissa Horsley, Kelsey Howe, Arin Jenkins, Taylor-Lee Brochu, Rylan Miller, Erica Seeley, Katlyn Thompson, and Kristin Wood

25 Year Members



Not Photographed: Cheryl Andrade and Bryan Beauchamp



Rebecca Ryan



Christel Lassardo



Chantal Lafond



Christa Bashall



Lori Denard



Karen Cowell



Tinneke Wilson



Stephanie Striker



Pam Shea



Christine Simpson



Jason Surgent Derek Watt Jane Scanlan Price



Retiring Members



Heather Marchiori



Melanie Gray



Julie Koekman



Troy Thrower



Tinneke Wilson



Donna Douglas



Kelly Kehoe



Lisa Freed



Tina Bergman



Nancy Warren



Patricia Whalen



Doug Thur



Karen McPherson



June Conlon

Not Photographed:
Adam Grills, Mary Parr,
and Christine Zaporzan



LOCAL ANNUAL MEETING

| April 29th, 2025 |

At our Local Annual Meeting this year, we were joined by Tamara Dufour, President of the *Hamilton-Wentworth Designated Early Childhood Educators Local*, and our Provincial Executive liaison. At the Annual Meeting the process of electing an *Equity and Social Justice Committee* chair commenced and as a result, Adrienne Deveau-Wachner was elected as the new chair of the committee. Our Local Annual Meeting is the time when the members of the Local approve a draft budget for the following year, approve proposed amendments to our Constitution and undertake new business. Unfortunately, this year there were not enough members present to meet our quorum of 5% of our membership. We encourage all members to attend future general meetings to ensure that we meet quorum and can proceed with carrying out any new business of the Local.



(LEFT) **Tamara Dufour** (Hamilton-Wentworth Designated Early Childhood Educators Local President/Provincial Executive liaison)



(BELOW LEFT TO RIGHT)

Evan Pearson (New Member) and **Adrienne Deveau-Wachner** (Bayside Public)

PRIDE PARADE

June 7th, 2025



Working INDOORS in HOT/ HUMID Conditions

Symptoms of heat stress include:



Weakness



Fatigue



Dizziness

HUMIDEX RISK

RECOMMENDED ACTIONS / PROVISIONS

**45+
EXTREME**

Only **medically supervised** work should continue. Humidex exposures above 45, heat stress should be managed as per the ACGIH TLV®

**42-44
SEVERE**

Work with **45 minutes** relief per hour can continue – in addition to the provisions listed below

**40-41
SIGNIFICANT**

Work with **30 minutes** relief per hour can continue – in addition to the provisions listed below

**38-39
MODERATE**

Work with 15 minutes relief per hour can continue:
• **Provide** adequate cool (10-15°C) water
• **Drink** at least 1 cup (240 mL) of water every 20 minutes
Note: Worker(s) with symptoms should seek medical attention

**34-37
MORE**

• **Post** Heat Stress Warning notice
• **Notify** workers that they need to drink extra water
• **Ensure** workers are trained to recognize symptoms

**30-33
SOME**

• **Post** heat stress alert notice
• **Encourage** workers to drink extra water
• **Record** hourly temperature and relative humidity

**25-29
NONE**

• **Supply** water to workers on an "as needed" basis

Never ignore anyone's symptoms – despite what the measurements indicate

FAINTING, HEAT EXHAUSTION AND HEAT STROKE REQUIRE IMMEDIATE MEDICAL ASSISTANCE

General controls apply to unacclimatized* workers and include:



Providing annual heat stress training



Encouraging adequate fluid replacement



Permitting self-limitation of exposure



Encouraging watching out for symptoms in co-workers



Adjusting expectations for workers coming back to work after an absence.

*NOTE: Most workers in Ontario would be considered "unacclimatized"

Determine the current humidex using our web calculator
and get further guidance on working in heat / humidity





An Evening with Sherry Karlo

In Celebration of  International Women's Day

presented by the

ETFO-HPE Teacher and Occasional Teacher Locals

Thursday, April 10th, 2025

In recognition of International Women's Day, members were joined by our HAPEOTL colleagues at *Karlo Estates Winery*. Sherry Karlo shared her journey as women in the male dominated wine industry.

It was a fabulous evening of empowerment and comradery.



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.



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

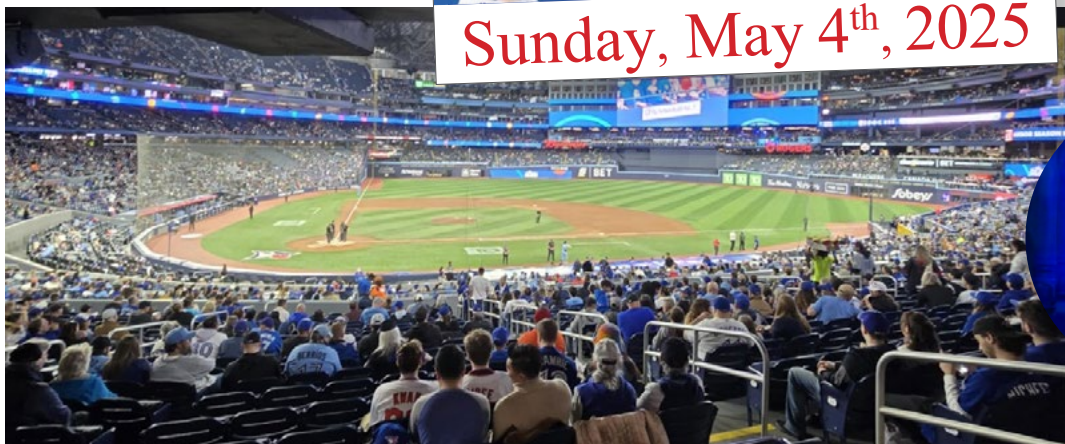
The Social and Wellness Committee organized, in conjunction with McCoy Tours, a trip to the Toronto Blue Jays against the Cleveland Guardians on May 4. Unfortunately, the Jays did not come away with a win, but the day was a winner for all those who attended.

We look forward to more social events like this next school year.

If you have ideas or would like to join the committee, please reach out to Chair Derek at: social.etfohp@gmail.com.



Sunday, May 4th, 2025





On June 13 the Status of Women Committee hosted Blind Date with a Book evening with Guest Speaker Tracey Starrett from Stirling Book Company. Tracy delighted the group with a run down of summer reading options. She brought traditional beach reads, less know title to take a chance on, as well as personal wellness options and a variety of picture books. Members had a great evening of comradery and connection. You can follow Tracey and Stirling Book Company on Facebook at <https://www.facebook.com/Stirlingbookco>



How you can have your summer fun, and your savings too



♥ Congratulations To:

- **Riley Allen** (SAG) — Baby
- **Emily Stapely** (SMES) — Baby girl
- **Tristin Redner** (SJAM) — Baby boy
- **Brad Mewett** (POW) — Baby
- **Emma Buckley Chisamore** (PECI) — wedding
- **Erika Enright** (PCT/CSS) — wedding

♥ Our Sincere Condolences To:

- **Michelle Gibson** (Deseronto) — Loss of father
- **Sheila Tracey** (Stirling) — Loss of father
- **Adrienne Deveau-Wachner** (Bayside Public) — Loss of father-in-law
- **Margy Kerby** (BSS) — Loss of mother
- **Ginger Dickson** (Tyendinaga) — Loss of mother-in-law
- **Tonya Ashton** (CML) — loss of father



Give yourself a break while your money keeps working.

One of the wonderful things about being an education member is the summer. A chance to recharge, or renovate. Take a course, or take off. So, how can you embrace all that summer offers while protecting your financial well-being? Here are 3 practical tips to help you have your summer fun, and your savings too.

1. **Set (and stick to) a budget.** Having more 'free time' in July and August could potentially lead you to overspending if you're not careful. This is why you should always have a separate spending budget in place to keep your finances on track for the summer months.
2. **Stretch your money further by cashing in those loyalty rewards.** With billions in unredeemed loyalty points in Canada, consider finally cashing in on any unused points you've racked up to enjoy discounted (or even free) meals, activities, transportation, or hotel stays this summer.
3. **Make sure your money is still working hard while you're on break.** While you might be catching a bit of a respite over the summer—make sure your money is still working just as hard as you do during the school year. [Get expert advice from a financial advisor.](#)

For more tips on how to protect your finances, read the full article: <https://bit.ly/3Sn3iOt>.

Need help with your finances? Call on Educators Financial Group.

Whether you're looking to switch your mortgage or maximize your summer cash flow, get expert, educator-specific advice for every stage of your life.

Visit <https://bit.ly/43Nipag> or call 1.800.263.9541 to schedule a complimentary consultation today.

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ETFO Hastings-Prince Edward Teacher Local

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