

It's Elementary

September 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.*

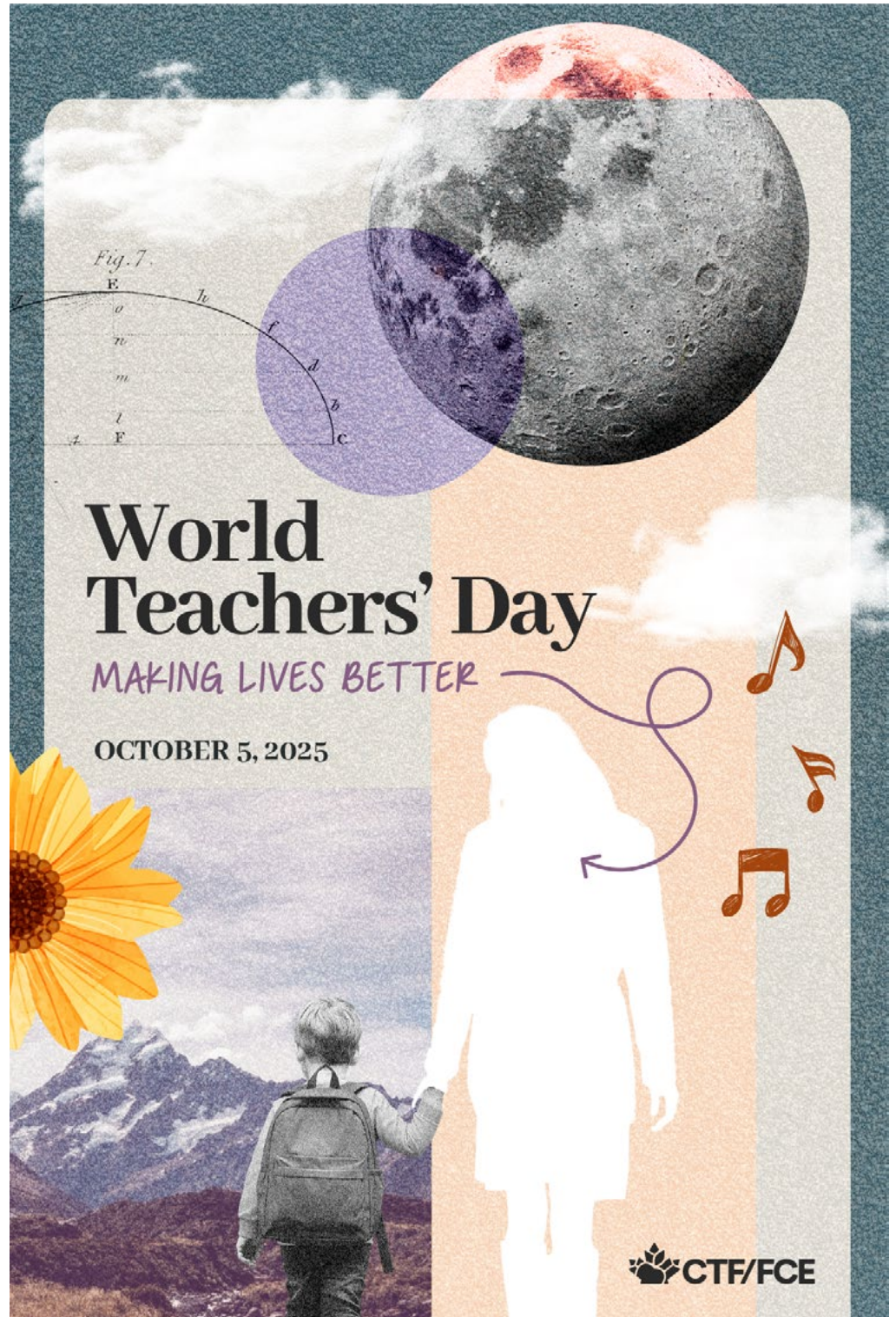
MAKING LIVES BETTER!

October 5 is a global celebration of the teaching profession. Since its inauguration in 1994, World Teachers' Day (WTD) has highlighted the vital contributions of teachers and the immense value they bring to our lives. The Canadian Teachers' Federation (CTF/FCE) is excited to share details about this year's WTD under our theme "*Making Lives Better.*"

Teachers' influence extends far beyond the classroom—they support students, strengthen families, and enrich our communities. On October 5, we honour the educators who show up every day with care, courage, and creativity, leaving a profoundly positive impact on society.

READ MORE FROM:

[https://www.ctf-fce.ca/
events/2025-world-teachers-day/](https://www.ctf-fce.ca/events/2025-world-teachers-day/)



PRESIDENT'S MESSAGE:



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), as 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. The overall enrolment did increase this year. The changes in school-based enrolment have caused some movement within school and between schools in the system. All moves/reorganizations are to be completed by/occur on October 7th. The good news is that all but 3 members have been recalled fully from the Redundancy list. There were three new French teachers hired and there will be some part time contract teachers hired as well.

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. Although timetables are to be collected by the final school day in September, the Joint Staffing Committee did mutually extend this timeline due to school reorganizations. This year, the JSC will be collecting surveys and timetables electronically using a Google Form; you can use your Board email for this as the information is being collected by the JSC. If you have any questions or difficulties with filling out the survey or attaching your timetable, please contact Jason Surgent at jsurgent@etfohp.on.ca. We appreciate your efforts in filling out the Timetable Survey and in submitting 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 Report 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

ETFO-HPE Local 2025-2026 Executive



Sarah MacKay, Jason Surgent, Jane Scanlan Price, Amira Loney, Justine Bucknell, Teresa Hadley, Shani Doucet, Sherry Simms, Danielle Saunders, Derek Watt, Adrienne Deveau-Wachner, and Stephanie Donaldson



STATUS OF WOMEN COMMITTEE

Chair: Shani Doucet, PECE

Welcome back to a new school year. We hope you had a wonderful and well deserved break. We are starting our year off with a yoga/pilates class at Mindful Movement in recognition of violence against women and helping to raise money for Three Oaks. Thanks to all who joined us. We are hoping to offer a class at Studio PEC in the spring for those who weren't able to join us in October. More to come about that in the Spring. Retreat is being planned for April this year, a save the date will be coming soon. For our book lovers we are partnering with Stirling Book Store again for a "Fun, Cozy, Reads" night coming up. Please consider attending one of the many Women's Programs offered by provincial, these are amazing PD for personal and professional growth. These are shared in our Facebook group and on the ETFO provincial social media and mailings. If you are interested in joining our committee and helping Jane and Shani plan some fun events, please send an email to Jane or myself at statuschair.elfohp@gmail.com, we welcome new ideas and members.



PROFESSIONAL LEARNING COMMITTEE

Chair: Teresa Hadley, Stirling

The Professional Learning Committee is excited to kick off a new year of engaging opportunities! Our first event, Vision Board Evening In, took place on **September 30th**. Participants received a Dare to Declare Vision Board magazine and all the supplies needed to design a personalized vision board, a creative and inspiring way to set intentions and bring dreams into focus. On **October 27th**, we welcome **Lee-Ann Lear from Syllasense** for a Decoding Decodables workshop. Together, we'll explore the systematic and cumulative nature of scope and sequences, and how this connects to decodable texts and structured literacy. This session will deepen understanding of the flow of concepts, from simple to complex, across Grapheme/Phoneme Correspondence, Morphology, and Orthographic Conventions. Looking ahead, keep an eye out for more exciting workshops on Self-Regulation and Mindfulness for Educators and Students as well as Watercolour Painting. If you'd like to get involved with the committee or have questions and suggestions, please reach out to Teresa Hadley at plchair.elfohp@gmail.com



EQUITY AND SOCIAL JUSTICE COMMITTEE

Chair: Adrienne Deveau-Wachner, Bayside Public

The *Equity and Social Justice Committee* held their first meeting on Wednesday September 17th. Our first project will be to create an Equity Lending Library of storybooks and novels for members to use in their classrooms. We are looking for your input on suggested books that you would like to see in the library. Please reach out to Adrienne at equitychair.elfohp@gmail.com if you would like to help with the project or if you have a book suggestion for the library.



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. The New Member Committee will pay for all new members who want to take part in any of the ETFO activities this year. We will cover all or some of the cost so 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. Looking forward to meeting you!

newmembers.elfohp@gmail.com



POLITICAL ACTION COMMITTEE

Chair: Danielle Saunders, Easthill

Cuts to public schools are hurting students. Educators and parents are speaking up and calling for the investment and support kids and ETFO members need. Your Political Action Committee is committed to ensuring members are informed about important issues related to the education sector in Ontario. Watch for posts on our local's Facebook page. If you are interested in getting involved contact Danielle Saunders at pac.elfohp@gmail.com, all are welcome.



SOCIAL AND WELLNESS COMMITTEE

Chair: Derek Watt, Trent River

Welcome back! I hope that the start up has gone well and that everyone is finding their rhythm. We begin our year celebrating World Teachers' Day on October 5th and the committee is hard at work planning a wide variety of events for you to enjoy throughout the year. Also returning this year will be 2 Belleville Senators hockey games, Theatre events and our 12th Annual Wellness Day in April. Stay tuned for events, details, and we hope you join us along the way!



HEALTH AND SAFETY COMMITTEE

Chair: Stephanie Donaldson, Tyendinaga

The Health and Safety Committee will be having our first meeting on Wednesday, October 15th at 4:30 pm at Fed House. We welcome new committee members! If you are interested in joining the committee please contact Stephanie Donaldson at healthandsafety.elfohp@gmail.com.

Do you have questions about Health & Safety? Visit the [Health & Safety Tab](#) on our local website. You can find "[How to](#)" [guides for submitting forms in CLEVR](#), info for Telus Health, PRS bulletins and much more.



ETFO Annual Meeting



<https://members.etfo.ca/etfo/annualmeeting/annual-meeting-blog/am-blog-posts>

This August Hastings Prince Edward Teacher Local was represented by a delegation of 8 members, your released officers **Sarah, Jason** and **Jane** as well as delegates **Derek Watt, Justine Bucknell, Stephanier Donaldson** and alternates **Evan Pearson** and **Stan Claus**. We thank them for spending a week of their summer representing the Local at the Provincial Annual Meeting.

This was an election year at the ETFO Provincial Annual Meeting. There was a dynamic slate of candidates for the available positions. There were 3 candidates running for **Provincial President**, incumbent **Karen Brown**, (Elementary Teachers of Toronto) as well as Vice Presidents **David Mastin** (Durham Teacher Local) and **Shirley Bell** (Kawartha Pineridge Teacher Local). **David Mastin** was the successful candidate. **Shirley Bell** dropped down to the **First Vice President** election and was elected to that position. She ran against candidate Yvette Blackburn (Elementary Teachers of Toronto).

The following were elected to the other positions:

VICE-PRESIDENTS:

[Gundi Barbour](#), Upper Grand Teacher Local

[Mary Fowler](#), Durham Teacher Local

ONTARIO TEACHERS' FEDERATION TABLE OFFICER:

[Nathan Core](#), Waterloo Region Occasional Teacher Local

EXECUTIVE:

[David Berger](#), Kawartha Pine Ridge Teacher Local

[Manjit Deol](#), Peel Teacher Local

[Liana Holm](#), Rainbow Teacher Local

[Shideh Houshmandi](#), Hamilton-Wentworth Teacher Local*

[Heather Latam](#), Greater Essex County Occasional Teacher Local

[Carolyn Proulx-Wootton](#), Grand Erie Teacher Local

[Mario Spagnuolo](#), Greater Essex County Teacher Local

[Mike Thomas](#), Thames Valley Teacher Local

[Sylvia van Campen](#), Upper Canada Occasional Teacher Local

*Acclaimed

Provincial Executive



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

Decoding Decodables Workshop



Guest Speaker:
Lee-Ann Lear

**Monday
October 27th
2025**

at Federation House
114 Victoria Ave., Belleville

4:30 pm

light meal

5:00 – 7:15 pm

workshop



Registration Deadline: Oct. 20th

<https://bit.ly/DecodingETFOHP>

ETFO Hastings-Prince Edward Teacher Local

Decoding Decodables

A defining feature of structured literacy is that instruction is **systematic and cumulative**. Systematic instruction will follow a planned sequence that begins with simple concepts, then moves to complex ones. Instruction and subsequent practice are cumulative, and provide students with opportunities to practice and consolidate previously taught concepts.

In this workshop, we will investigate the systematic and cumulative nature of scope and sequences, and how this translates to decodable texts and structured literacy. This workshop will help you understand the flow of concepts, from simple to complex, within the core categories of **Grapheme/Phoneme Correspondence, Morphology, and Orthographic Conventions**.

Key Workshop Concepts

- simple to complex across instruction and resources
- curriculum context
- defining "decodable"
- decodable text/levelled text comparison
- where do decodable books fit in a structured literacy/lesson
- definition of key scope and sequence concepts (including Grapheme/Phoneme Correspondence, Morphology, and Orthographic Conventions)
- where to begin/when to move on

Workshop Resources

- This workshop includes access to a shared Google Folder, filled with resources to support instruction. Shared files include:
- informal literacy assessment
 - resources for tracking student progress
 - games and extension activities
 - links to reference materials



Walk into retirement with a plan!

Starting to plan for retirement? This exciting transition also comes with a lot to consider. Join **OTIP** and **Educators Financial Group** for a free retirement workshop where you'll learn more about

- Streams of **retirement income and solutions to fill any gaps** to help you make the most of your retirement (Pension, CPP, OAS, etc.)
- The importance of proper **financial planning for your retirement**, and what you need to know when creating your estate plan
- Managing your healthcare, drug and dental costs by **choosing the best coverage to fit your needs**. Don't settle for a "one size fits all" approach to your health
- **Travelling worry-free** with emergency medical coverage, trip interruption/cancellation, and 24-hour emergency assistance
- Exciting **health and wellness support programs**, and ways to save money while doing the things you enjoy most
- **Protecting your loved ones**, your home, and other possessions for when the unexpected happens

This **free workshop** is open to members and spouses. As a courtesy, refreshments will be provided when possible. Please note any dietary or accessibility requirements at time of registration. We reserve the right to cancel an event due to low registration numbers.

October 30, 2025

4:30-6:30pm

Madoc Arts Centre
24 Seymour St. W.
Madoc

November 19, 2025

4:30-6:30pm

TownPlace Suites
400 Bell Blvd.
Belleville



Register online at: otip.com/events

Violence in our CLASSROOMS



YOUR RIGHTS



NOTIFICATION OF RISK

You should be provided info from safety plans **before** encountering a student with a history of violent behaviour.



EFFECTIVE SAFETY PLANS

If you follow the safety plans to recognize, de-escalate, intervene and call for assistance, it works.



SUMMONING IMMEDIATE ASSISTANCE

You have a way to call for support if violence occurs and when you call, support arrives promptly.



RESPONDING TO VIOLENT INCIDENTS

When you report a violent incident, your principal acknowledges the report, investigates and takes steps to prevent a recurrence.



If you didn't report it using CLEVR....It didn't happen!

YOUR RESPONSIBILITIES



After experiencing violence, submitting a report may be the last thing on your mind. It is your legal responsibility to do so.



Making a report supports your colleagues. If you do not report violence, others are less likely to be informed of the risk.



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.

**Violence is
NOT
part of your job!**

How to access Violent Incident and Safe Schools Forms



Register to secure your spot
(Drop in, 10, or 30 week options)

LIMITED SPOTS AVAILABLE

COME OUT FOR A FUN EVENING OF SOCIALIZING, EXERCISE, AND STRESS RELIEF

PICKLEBALL MONDAYS

Open to all members
of NORTHERN
ETFOHP AND OSSTF D29

Every Monday
7:00 - 9:00 PM
(York River Gym)

EQUIPMENT PROVIDED or bring your own

NO EXPERIENCE NECESSARY ALL LEVELS WELCOME!

Questions? Contact:
Bryan Beauchamp

Scan QR CODE

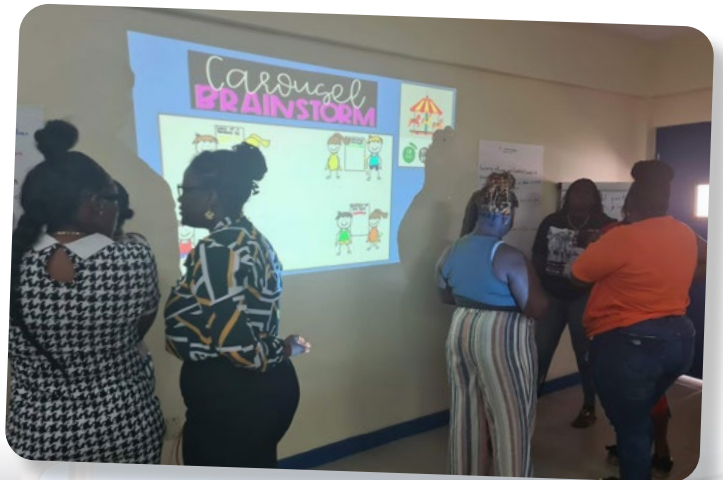
Collaborating to Support Teaching in St. Kitts and Nevis



Last July, I traveled to the two-island country of St. Kitts and Nevis in the Caribbean Sea with *Teaching Together*, representing the Hastings Prince Edward Teachers' Local. The trip was both challenging and rewarding. Alongside my partner and team lead, Stephanie Deagle from the Nova Scotia Teachers Union, and three local teachers from St. Kitts, we worked closely with the St. Kitts Teachers' Union to deliver daily sessions for 65 Teaching Assistants at the Vocational Education Centre in Basseterre. Each day, participants and facilitators were welcomed with delicious local delicacies prepared by students at the Centre, adding warmth and hospitality to the learning environment. Workshops focused on Classroom Management, Instructional Strategies, Child-Centered Pedagogy, and Inclusive Education, immersing participants in interactive, practical techniques to enhance student engagement, academic growth, and positive learning environments.

Teaching Together (formerly Project Overseas) is a joint initiative of the Canadian Teachers' Federation (CTF/FCE), its provincial and territorial member organizations, and partner organizations in developing countries. Since 1962, the program has strengthened teaching and learning in over 50 countries by combining local knowledge with global best practices. This initiative was a true collaboration between the St. Kitts Teachers' Union, the St. Kitts and Nevis Ministry of Education, and the CTF, giving Stephanie, myself, and the local St. Kitts teachers the chance to share knowledge, learn from participants, and support one another. It was a powerful reminder of the difference educators can make when communities, unions, and global partners come together to advance inclusive, transformative education.

Linda Hillier
Grade 3 teacher,
Tweed Elementary School



ETFO REM's stand in Solidarity with OPSEU Members



OPSEU Provincial President JP Hornick (left) with OSSTF D29 and ETFO-HPE local release officers.



<https://opseu.org/news/more-than-10000-full-time-college-support-staff-on-strike-across-ontario-were-fighting-for-the-future-of-student-support/279703/>

“College full-time support workers are standing up like never before. And we know our communities will stand with us, because this fight is also about access to local, public education in our backyards,” said JP Hornick, President of OPSEU/SEFPO. “Support staff aren’t alone – they have the support of the 200,000 public sector workers we represent and thousands of labour and community allies who are ready to fight shoulder to shoulder for a public college system we can be proud of.”

Earlier this week, OPSEU/SEFPO released a [new report](#) on Ford’s [controversial Skills Development Fund \(SDF\)](#), [now under investigation by the Auditor General](#). The union contends that the SDF is a \$2.5 billion “black box” without financial oversight that is being used to subsidize a privatized career training system. Meanwhile, public colleges that serve local communities have been defunded in real time.



(LEFT) Student Keenan Price with the OPSEU members Cara and Hope who support him in his studies at Loyalist.



(ABOVE LEFT TO RIGHT) Andrew and Jess from OSSTF D29 with Jason, Jane, Keenan Price, and Marg Bourgoignie President of the Quinte Labour Council.

OPSEU Provincial President JP Hornick was at Loyalist on September 3 for the Save Our Colleges Rally along with the support of students, labour and the community members. Sarah, Jason and Jane were proud to be there standing in solidarity to support our local college workers and students.

As of 12:01 a.m. on September 11th, more than 10,000 full-time college support staff, represented by OPSEU/SEFPO, are on strike across Ontario’s 24 public colleges. Released Officers Jason and Jane were joined by our OSSTF and CUPE colleagues in picketing in solidarity with our OPSEU siblings.

♥ Congratulations To:

- **Taylor Merritt** (Stirling) — Baby
- **Brigitta Vanderven** (POW) — August Baby
- **Catrina Gadway** (Birds Creek/ YR) — July Baby
- **Lydia Warren** (Sophiasburgh Central) — September Baby
- **Erinn Balfour** (Pollock) (Tweed) — wedding
- **Erica Slager** (Thompson) (Harmony/SMES) — wedding
- **Wade Little** (SJAM) — wedding
- **Taylor-Lee McKenzie** (Harmony/Tweed) — wedding

♥ Our Sincere Condolences To:

- **Cheryl Andrade** (Frankford) — Loss of husband
- **Amanda Sharp** (PECI) — Loss of father
- **Melissa Coffey** (Easthill) — Loss of grandmother-in-law
- **Stacey Lavender** (SJAM/Ed Centre) — Loss of father-in-law
- **Shani Doucet** (PECI) — Father-in-law
- **Ainslie Splinter** (Tyendinaga) — Loss of father
- **Monika Gajdosik** (Easthill) — Loss of father
- **Jenn Corbett** (Frankford) — Loss of father
- **Julie Kimball** (CHS) — Loss of father and Loss of father-in-law



Tracy Diane Vanslyke
(nee Scaletta) -

It is with great sadness; we announce the passing of Tracy at the Belleville General Hospital after a lengthy battle with Breast Cancer at the age of 50. Loving daughter of Shirley Vader and the late Harold Scaletta.

Devoted wife and best friend to Jason Vanslyke. Cherished mother of Victoria Vanslyke (Jake Helfan) and Alisha Vanslyke. Survived by brother Shawn Scaletta (Shelly). Tracy will be remembered by her in-law's Carl and Donna Vanslyke.

Tracy's biggest accomplishment in life, besides being a mother - was being a dedicated educator. She took great pride in teaching at Stirling Public School, and went on to work at the Hastings & Prince Edward District School Board, where she had many great years. She will be missed by all of her former colleagues who had the great pleasure to work with her. In keeping with Tracy's wishes, cremation has taken place. If desired, donations in Tracy's memory may be made to The Learning Foundation or the Belleville General Hospital Oncology Department. The Local has made donations to each of these charities in Tracy's memory.



Kick off the new school year recharged and ready



Welcome back to another school year! We hope you're feeling revitalized and inspired after the summer break. Now is an ideal time to reflect on your accomplishments and plan for the future, both personally and professionally. We want to reassure you that our team is committed to supporting your health, wellness, and financial security so you can thrive in your pivotal role within the education community.

Read more at www.otip.com/article194. #OTIPUpdate

Summer is over, but the fun continues with OTIP!

Get a car, home or leisure insurance quote in **September** for your chance to win **\$1,000 cash** to start the school year off right.

PLUS: Receive a \$20 gift card of your choice when you get a quote! Get a quote or call 1-888-892-4935 and mention this offer.

ETFO Hastings-Prince Edward Teacher Local

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613-968-3707



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Elementary Teachers' Federation of Ontario