

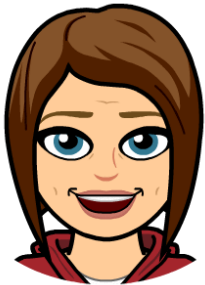
# It's Elementary

APRIL 2017

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.

## WHERE IS SARAH?



Find the small version of this graphic hidden within this newsletter and forward its location to [smackay@etfohp.on.ca](mailto:smackay@etfohp.on.ca) by April 28, 2017. Names will then be drawn for a \$25 gift certificate.

*Congratulations to Kelley Johnson (Kente P.S.) who was the winner of last month's "Where is Petit Pierre?"*

*Kelley won a \$25 gift card from Chapters.*



Affiliated with the Elementary Teachers' Federation of Ontario



Facebook: EtfO Hastings Prince Edward  
Twitter: HP ETFO @ ETFOHPE

*Article VIII, Constitution:  
"The Annual Meeting of the Local shall be held prior to April 30<sup>th</sup> each year"*

ETFO Hastings-Prince-Edward  
committee elect local

# Annual Meeting

April 27<sup>th</sup> banquet centre  
belleville

constitution draft budget federation  
your organization  
General Business  
annual reports  
new business  
auditor  
members attend amendments

2017  
5:00 p.m.



### General Business Session:

In accordance with Local Constitution, Article VIII, the Annual Meeting shall approve:

- amendments to the Constitution
- approve a draft budget for 2017-2018
- appoint an auditor
- elect the *Secretary* and the *Committee Chairs* for 2017-2019 (5:45) (elections is a timed event)
- receive annual reports
- undertake new business
- provide direction for the Local for 2017-2018

April 27<sup>th</sup>, 2017 • Banquet Centre • 5:00 p.m.

1 Alhambra Square, Belleville



FEDERATION HOUSE 114 Victoria Ave., Belleville, ON K8N 2A8

Phone: 613-968-3707 • Toll Free: 1-866-962-3836 • [www.etfohp.on.ca](http://www.etfohp.on.ca)

Dave Henderson  
President x222

Pierre Martin  
1<sup>st</sup> Vice-President x226

Sarah MacKay  
2<sup>nd</sup> Vice-President x228

## PRESIDENT'S MESSAGE:



### ETFO Queen's Park Lobby Day

On April 11<sup>th</sup>, I and many other Local presidents had the privilege of attending this year's ETFO Lobby Day at *Queen's Park*. In addition to meetings with MPPs Lou Rinaldi and Todd Smith, I attended Question Period in the Legislature and heard addresses by Education Minister Mitzie Hunter, Progressive Conservative Leader Patrick Brown, and NDP Education Critic Peggy Sattler. In conjunction with ETFO's recent

press conference and public relations campaign, the focus for the day was escalating violence in the classroom. Many of the Opposition's questions to the government were focused on this issue as well. Using ETFO's *Building Better Schools* document as a reference point, there were many calls on the government to put supports in place to deal with major issues such as the decline in special education funding and the lack of mental health resources for increasingly troubled children. I was able to share with both of our MPPs direct stories from our members regarding physical violence, threats, classroom evacuations, lack of support, and the toll that these incidents take on teachers, other education workers, and students. The next provincial election is about one year away. I would urge members to become familiar with *Building Better Schools* and the positions of all political parties on changes and priorities they are proposing for education in Ontario.

### Violent Incidents and Safe Schools Reporting

Board Procedures 421 and 378 are the result of two pieces of legislation: the *Occupational Health and Safety Act*, and the *Safe Schools Act*. The law says that all incidents must be reported using the appropriate official forms. School-based office referral forms carry no official weight and should be used only for very minor incidents which do not fall under either procedure, or as a supplement to, rather than a replacement of, forms 421-1 and 378-13. Violent Incidents and Safe Schools Incidents must be reported and are not dependent on whether or not the student is identified. If you are being directed not to complete these forms because a student has a particular identification, please contact the Local Office immediately. Safe Schools incidents must also be followed up with a meeting between administration and the teacher at a mutually convenient time to discuss what action was taken, if any, to deal with the situation.

### Head Lice

We have heard from a number of schools this winter and spring about persistent cases of head lice in their classes. The Board will be revising their procedure based on feedback provided by ETFO, but the bottom line is that head lice will continue to be considered a nuisance rather than a health concern. That said, there are reporting requirements which admin must follow to notify parents of the child with head lice, other parents of children in the same class or who ride on the same bus, and follow up procedures to ensure that parents have treated their child/ren. The teacher's main responsibilities are to be aware of the signs of nits and head lice, and to refer all known or suspected cases to the office. If there are persistent problems, the CYC worker should become involved to assist the family. If a teacher contracts head lice through direct contact, form 421-1 should be completed and submitted to the Board. Our advice is to seek immediate medical attention, so that the use of any personal sick days to deal with the problem will go before WSIB. If you do not seek medical attention, the chances are that WSIB will not approve the claim and sick days will not be paid back.

### Staffing Process

The elementary spring staffing process has begun. The *Joint Staffing Committee* has met recently for preliminary talks on enrollment, special education staffing, and central coordinator roles. Staffing timelines should be available in each school so that you can follow the process step by step. School administration placements will be announced by the end of April, and barring unforeseen delays, school staffing will be known by May 10. If teachers who are declared TAT (teacher available for transfer or surplus to the school), or STS (surplus 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 STS 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.

Dave Henderson  
ETFO-HP President



## Finding A Balance Retreat FOR WOMEN EDUCATORS

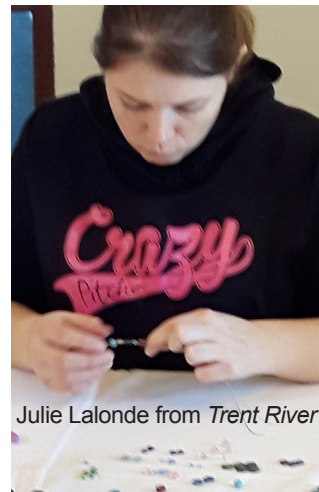


(LEFT) Sam McGowan, creating appetizers at the Retreat.



(LEFT) Sherry Simms from Trent River and presenter Katharyn Bahun (RIGHT).

On April 8/9<sup>th</sup>, the local *Status of Women Committee* ran a relaxing weekend at *Isaiah Tubbs Resort* in Prince Edward County. Members of ETFO-HP who participated enjoyed a variety of rejuvenating activities.



Julie Lalonde from Trent River



Muriel Smith from Trent River



## STATUS OF WOMEN COMMITTEE

The Status of Women Committee held the *Finding a Balance Women's Retreat* on April 8<sup>th</sup> and 9<sup>th</sup> at *Isaiah Tubbs*. If you are interested in joining the committee, or have suggestions or ideas to support women in our community, contact Angela Silver at [statuschair.etfohp@gmail.com](mailto:statuschair.etfohp@gmail.com).

*Chair: Angela Silver, Trent River*



## PROFESSIONAL LEARNING COMMITTEE

After a quiet winter, get ready for some Professional Learning! This spring we will be hosting workshops focused on using Google Apps For Education and incorporating First Nations teachings into your daily practice. Watch for details in your non-board email. We still have a couple applications available for our *Choose Your Own PL Adventure* funding, follow the Professional Learning link on our website for the application form. Turn to page 5 of this newsletter to see pictures of school participation in *Rock Their Socks for World Down Syndrome Day*.

*Chair: Jane Scanlan-Price, Foxboro*



## EQUITY AND SOCIAL JUSTICE COMMITTEE

On February 28, the Equity Committee in partnership with HPEDSB held a *Welcoming and Supporting LGBTQ Families* workshop at *Federation House*. For more information on meeting dates, contact Jade Holloway at [equitychair.etfohp@gmail.com](mailto:equitychair.etfohp@gmail.com).

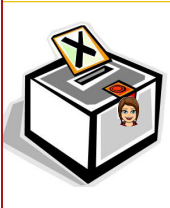
*Chair: Jade Holloway, Queen Victoria*



## NEW MEMBER COMMITTEE

Do you have a funny story to share? The New Member committee is looking for any funny stories that you would like to share. Please email them into the committee and you might receive a little gift! Hope you to see you at some of the EFTO sponsored activities coming up in April. Remember if you have any questions please contact the committee!

*Chair: Sherry Simms, Trent River*



## POLITICAL ACTION COMMITTEE

A meeting with Lou Rinaldi, MPP for Northumberland-Quinte West, was held on Friday, February 24<sup>th</sup> to discuss current educational issues. A similar meeting was held with Prince Edward-Hastings MPP, Todd Smith on March 31<sup>st</sup>. The next meeting is Tuesday, April 18<sup>th</sup> at 5:00 pm. For more information, contact Ian McKendry at [pac.etfohp@gmail.com](mailto:pac.etfohp@gmail.com).

*Chair: Ian McKendry, Tweed*



## SOCIAL AND WELLNESS COMMITTEE

Be sure to mark 2 – 5:00 pm, Saturday April 29<sup>th</sup> on your calendar, as your Social and Wellness Committee presents the 4<sup>th</sup> annual *Wellness Day*. The event is being co-sponsored by and is open to all ETFO, OSSTF and HAPE-OTL members, and their families. Tickets will be available from Stewards in April, with only 1 ticket being required per household. HAPE-OTL members are asked to email Cynthia Riordon at [cyndowneast@gmail.com](mailto:cyndowneast@gmail.com) with their name and number of people attending. Tickets can then be picked up at the *Wellness Centre* on the afternoon of the 29<sup>th</sup>.

Please see the posters in schools for more details and we hope to see you there!

*Chair: Derek Watt, Trent River*



## HEALTH AND SAFETY COMMITTEE

April 28<sup>th</sup> marks the *National Day of Mourning* for workers that have been killed, injured or suffered illness in the workplace. Please take a moment on April 28<sup>th</sup> to remember these workers. As teachers, we often think of our jobs as safe, however the number of teachers both locally and nationally that are being injured as a result of violent incidents or suffering illnesses related to the workplace are increasing. The Local Health and Safety Committee will be providing information to stewards and posting resources on the Local's Facebook page to honour this day.

*Chair: Jason Surgent, Maynooth*

**Please Consider Joining One of Our Committees!**

# APRIL 29<sup>th</sup>, 2017



# WellnessDay

Swimming, Skating, and Open Gym



at the  
**QUINTE**  
SPORTS & WELLNESS CENTRE  
265 CANNIFTON RD,  
BELLEVILLE



**REGISTER**  
for the **Financial Wellness Workshop**  
Email: [osstf29@hotmail.com](mailto:osstf29@hotmail.com)

**SKATING: 2:00 – 3:00 p.m.**

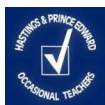
**GYM: 2:00 – 5:00 p.m.**

**POOL: 3:00 – 5:00 p.m.**

**FINANCIAL WELLNESS WORKSHOP: 3:00 – 4:00 p.m.**

Participate in One Activity or All Four!

**FREE FOR MEMBERS!**  
Family Passes will be available upon request from your School Steward



Brought to you by: ETFO-HP, HAPE-OTL, and OSSTF D29

**NOTE:** Daily ETFO Occasional Teachers, please email Cynthia Riordon: [cyndowneast@gmail.com](mailto:cyndowneast@gmail.com)

# “Rock Their Socks” for World Down Syndrome Day



The Professional Learning Committee would like to thank all of the classes that participated to *Rock Their Socks for World Down Syndrome Day* and would like to congratulate 6F from Tyendinaga PS as the winner of our contest. You all rock! Pictured Above: Foxboro PS.

## Contract Extension, Town Halls, and Charter Challenge Remedy

The recently negotiated contract extension to cover the period of 2017-2019 has been ratified by members and locals across the province through the required double majority (a majority of ETFO members, and a majority of Locals). The Hastings-Prince Edward Local supported the contract extension with 94% voting in favour. Over the last month, we have been holding town hall meetings in Bancroft, Belleville, Picton, and Madoc (Trenton Town Hall to occur on April 26<sup>th</sup>) to provide information on the 2014-17 contract, the 2017-19 extension, the new benefits plan (ETFO Life and Health Trust) due to take effect on June 1<sup>st</sup>, and the Charter Challenge Remedy talks which have not yet

been concluded. As you may know, OSSTF recently ratified a Charter Challenge remedy which addresses the issues of retirement gratuities, movement on the grid, forced unpaid days, and legal costs all of which were directly impacted by Bill 115 and which a judge ruled had violated our charter rights to freely bargain collectively. You can expect to hear more on ETFO’s remedy talks in the near future. We have also been polling our members at these meetings regarding the best use of the additional money in the contract extension for special education. If you would like to provide information on this issue, but were unable to attend a town hall, please call Dave at the Local Office.

### CENTRE HASTINGS TOWN HALL MEETING

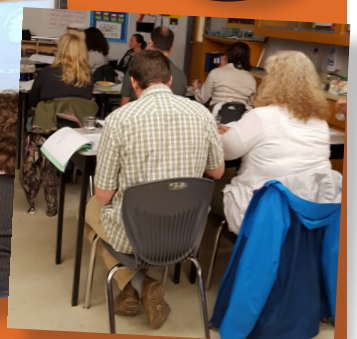


ETFO-HP President Dave Henderson speaks with members at the Centre Hastings Town Hall meeting.

Pierre Martin, ETFO-HP 1<sup>st</sup> Vice-President at the County Town Hall meeting on April 4<sup>th</sup>.



### NORTHERN TOWN HALL MEETING





## Cutting through the Complexity

### **Health care navigation helps employees and their families face cancer**

A cancer diagnosis can be a traumatic, confusing and overwhelming experience. Unfortunately, it is not a rare occurrence: two out of five Canadians will develop the disease in their lifetime, and that rate is expected to rise as our population ages.

Also unfortunate is that little guidance is available to help people navigate Canada's complex health care system. Too many families feel lost as they try to understand the treatment options or the results of medical tests. Doctors' appointments are often too short for patients to get the answers they need – or they're not sure what questions to ask in the first place.

People newly diagnosed with cancer, or whose cancer has recurred, need expert help. They need someone with deep knowledge of the health care system to answer questions, simplify the medical jargon and provide personalized support, from diagnosis to recovery.

That's where CAREpath comes in. The only program of its kind in Canada, CAREpath is a health navigation program that gives employers a way to support and empower employees who have been diagnosed with cancer or who have a family member who has cancer. As many companies and organizations can already attest, CAREpath's step-by-step guidance is a thoughtful and forward-thinking addition to an employee benefits plan.

### **How CAREpath works**

When employees call the confidential service, they are connected to a highly skilled "nurse navigator" who specializes in oncology. This nurse will be the employee's sole point of contact, so there's no need to repeat the details of their case with each call.

Nurse navigators have deep knowledge of both cancer care and Canada's public health system. With patients' consent, they review medical records and work together with their family and health professionals. Nurse navigators answer questions about the patient's specific type of cancer, treatments and test results. They help patients and caregivers prepare for doctors' appointments (even providing lists of questions to ask) and access community resources such as support groups.

"By phone and by email, we help people understand what to expect, what needs to be done and why, and where to find resources and information," says Dina Linardos, Oncology Nurse Case Manager at CAREpath.

Nurses also offer suggestions to minimize side effects, promote recovery and prevent disease recurrence. If additional expertise is needed, they can consult CAREpath's extended team of health professionals including CAREpath's Medical Advisory Board, as well as dietitians and social workers. Nurses can also advocate for patients, bringing their concerns to the attention of doctors and clinics.



Equally essential, nurse navigators provide emotional support and counseling, helping patients and their loved ones weather the ups and downs of the cancer journey. A cancer diagnosis can cause tremendous stress and anxiety, and sometimes people just need someone to talk to. CAREpath nurses provide a patient and compassionate ear, and there is no time limit for each call. “We spend a lot of time listening to people’s concerns, reinforcing the positive outcomes and discussing who can best help in a crisis,” says Linardos.

When cancer survivors are well enough to return to work, their nurse can help them make a successful transition. “CAREpath empowers patients to feel better, get stronger and return to work earlier,” says Karen McDonald, a nurse navigator. “If we’re able to get them through this tough period physically and emotionally, they’re better able to get back to work.”

Throughout the entire navigation process, there is no cost to the employee or their family.

### **A partner in cancer care**

Some patients are concerned that they’ll upset their doctors by seeking CAREpath’s guidance. On the contrary, the support of a nurse navigator is a powerful complement to what patients receive in the public health system.

McDonald estimates that CAREpath nurses spend about 15 to 30 hours talking with most patients. “We provide information that people wouldn’t get in the community, and they’re very thankful. Hospitals are very busy. Although clinics and cancer centres have experienced nurses, they may only have a few minutes,” she explains. “CAREpath is an adjunct to community health care. We empower people to understand their diagnosis, manage the stress that comes with it, and be sure they’re getting the proper treatment.”

If patients need additional health services, nurses refer them back to their medical team. “We work with the system, we don’t create conflict,” says Linardos. “We may have picked up on the patient’s need because we spent an hour on the phone with them, but with their permission, we’ll alert the medical team.”

When coping with cancer, the value of having an expert guide, unbiased advice and emotional support can’t be overstated. CAREpath regularly receives feedback from patients and families, and their comments illustrate the incredible impact of health care navigation. “I’ve had many, many people tell me this service should be offered to everybody, or that they don’t know how others manage without it,” says Linardos. “It reduces anxiety and keeps things on track – you can’t put a value on that, it’s so precious.”

*For more information about CAREpath’s Cancer Assistance Program, please visit [carepath.ca](http://carepath.ca) or call 1-866-599-2720.*

**SIT BACK AND RELAX,  
YOUR RETIREMENT IS FULL OF CHOICES.**



RTIP's health insurance plans – Great choices, coverage and flexibility. Our commitment to insurance built around our members doesn't stop at retirement. OTIP's Retired Teachers Insurance Plans (RTIP) are some of the most flexible programs available to the retired education community.



Learn more about the different  
RTIP plans tailored for you:  
[www.otip.com/RTIP-Plans](http://www.otip.com/RTIP-Plans)

**Congratulations To:**

- **Jade Holloway** (Queen Victoria) who welcomed the birth of her son, *Oliver Ernest Brooks Markwell* on March 21
- **Jill Tippett** (Trent River P.S.) who had a baby boy on February 13<sup>th</sup> named *Alexander William Tippett*.
- **Brice McCarrell** (Frankford P.S.) who had a baby boy named *Koen*.
- **Karen Widling** (Frankford P.S.) who had a boy named *Alistair*.
- **Diana Smith** (York River P.S.) who had a baby boy on March 9<sup>th</sup> named *Awmi Macklemore Smith*.



Team ETFO consisting of Dave Henderson, Pierre Martin, Sarah MacKay, and Jason Surgent placed 3<sup>rd</sup> (out of 8<sup>th</sup>) at the OSSTF Bonspiel.

OSSTF D29

*Curling*  
**WINTER SOCIAL**

MARMORA CURLING CLUB: FEBRUARY 24<sup>TH</sup>, 2017



**ETFO Hastings-Prince Edward Teacher Local**

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



FEDERATION HOUSE  
114 VICTORIA AVENUE  
BELLEVILLE, ON K8N 2A8

Phone: 613-968-3707 OR  
Toll Free: 1-866-962-3836  
Fax: 613-962-4618

Visit our Website for the most  
Up-to-Date Calendar of Events  
<http://www.etfohp.on.ca/resources/calendar/>

