

It's Elementary

DECEMBER 2016

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 ANNUAL MEETING



Andre Mrozewski (front row, third from the left) and **Derek Watt** (back row third from the right) represented our Local as Functionaries at the ETFO Annual in Toronto this past August. More information will follow in the new year for anyone who would like to apply to be a functionary at the ETFO Annual meeting in Toronto next August.



Local Released Officers at Steward Council with our ETFO Liason **Monica Rusnak** (right)

29.04.17

WellnessDay

Swimming, Skating, and Open Gym

**SAVE!
THE DATE!**

SATURDAY APRIL 29th, 2017

Wishing
Members & their
Families a Safe & Healthy
Holiday Season!



Affiliated with the
Elementary Teachers' Federation of Ontario



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

TURN TO PAGE 2 to see more pictures from the November Steward Council →

PRESIDENT'S MESSAGE:



Over the past two months, the Released Officers have been able to visit most schools to provide updates on provincial and local issues and to listen to school-based concerns. In addition, we held a Stewards' Council meeting on November 18th at which new Collective Agreements were distributed. A copy of the new agreement should now be available in your staff room. You can also find it online on both the Local and the Board websites.

Collective Bargaining Committee

Last month, the Executive approved the membership of the new Collective Bargaining Committee which will be in place for the next Local round of bargaining. Besides the three Released Officers, the members are: Amira Loney, Justine Bucknell, Jane Scanlan-Price, Jason Surgent, Derek Watt, Troy Thrower and Danielle Saunders. After 14 years as your Local Chief Negotiator, I am pleased to announce that, under Bylaw 5 (j) of the Local Constitution, I have appointed Amira Loney to be our new Local Chief Negotiator. Amira has been a member of the Table Team for several rounds of bargaining and has attended many provincial conferences and training sessions. On behalf of all members, I would like to wish her all the best in her new role. The new CBC will begin meeting in January to prepare for the next round of bargaining.

Contract Extension and Charter Challenge Remedy

You may be aware that OSSTF has walked away from the talks regarding the Bill 115 Charter Challenge victory, and the subsequent offer from the government to extend the contract for an unspecified period of time. ETFO has not yet made the same announcement, although the talks

appear to be stalled. The presence of OPSBA during these talks has been problematic, and in the absence of a negotiated remedy and/or contract extension, we must proceed with our usual process for Central and Local bargaining.

Benefits

Until the transition to the new plan takes place on April 1st, questions regarding how the plan will be implemented are being fielded by a number of experts at the provincial office. General questions regarding benefit levels, rollovers, and sign up process should be directed to Suzanne Gill at 1-888-838-3836. To receive the latest information on the ETFO ELHT benefit plan, please sign up for the newsletter on the provincial website www.etfo.ca.

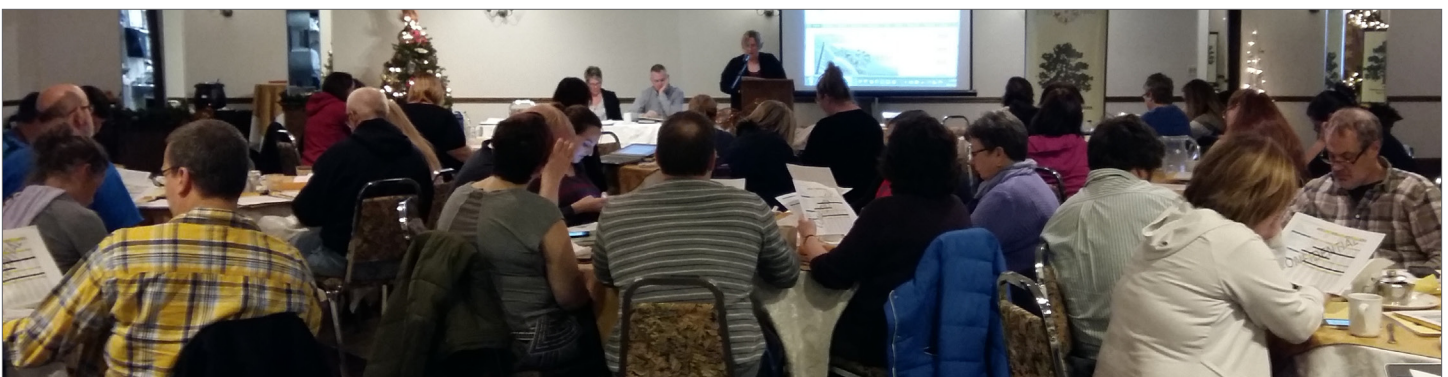
Accommodation Review Process

The massive Board restructuring plan has serious implications for Collective Agreement issues such as the staffing process and timelines. The staffing timelines normally go out in November, but have been delayed this year due to the uncertainty presented by the ARCs now approved for Belleville, Centre Hastings, and Prince Edward County. We have requested a special Joint Staffing Committee to discuss how our current processes will be affected by the proposed school closures and consolidations.

On behalf of the Local Executive, I would like to take this opportunity to wish all of you a Merry Christmas and Happy New Year. Enjoy the holidays!

Dave Henderson
ETFO-HP President

Steward Council — November 18th



COMMITTEE CORNER



STATUS OF WOMEN COMMITTEE

The *Status of Women Committee* is looking for additional Committee members. If you are interested in joining the committee, or have suggestions or ideas to support women in our community, please contact Angela Silver at statuschair.etfohp@gmail.com.

Chair: Angela Silver, College St.



PROFESSIONAL DEVELOPMENT COMMITTEE

The fall of 2016 has been very busy for the Professional Learning Committee. We have hosted workshops focused on the arts with local artists Margie Pheiffer and Marg McIntyre, as well as, *Mining Matters* that is linked to the grade 4 science curriculum. In the new year we will be offering workshops with a focus on First Nations, Inuit and Metis education and *Google Apps For Education*.

We have also updated our *Choose Your Own PL Adventure* form. Applications can be made for up to \$250 to support your own learning. Please watch your non-board email for upcoming events. Wishing you all happy, meaningful learning in 2017.

Chair: Jane Scanlan-Price, Foxboro



EQUITY AND SOCIAL JUSTICE COMMITTEE

The *Equity and Social Justice Committee* has provided two members with incentive funding for equity and social justice projects. The Equity and Social Justice lending library has been a huge success. For more information on the lending library or other enquiries, contact Jade Holloway at equitychair.etfohp@gmail.com.

Chair: Jade Holloway, Queen Victoria



NEW MEMBER COMMITTEE

Congratulations new members! You survived your first round of IEP's and progress reports! With the holiday season quickly approaching we hope you take some time for yourself to relax and unwind after a busy fall.

Be sure to check your alternate email for any upcoming news and activities in the new year. We hope you take the opportunity to participate as we would love to meet you.

Chair: Sherry Simms, Breadner



POLITICAL ACTION COMMITTEE

The Political Action Committee (P.A.C.) is continuing to explore issues regarding policy, parties, and education. P.A.C. encourages members to be informed about their local candidates with only 18 months until the next provincial election. Consider the values of ETFO's political platform Building Better Schools and how they align with the various political parties in our great province of Ontario.

*We live in a political world
The one we can see and feel
But there's no one to check
It's all a stacked deck
We all know for sure that it's real -Bob Dylan*

Chair: Ian McKendry, Tweed



SOCIAL AND WELLNESS COMMITTEE

Approximately 20 members participated in a shopping trip to the *Vaughan Mills Outlet Mall*.

In February, we will be hosting a "social and show" where members can network, mingle and then enjoy a performance at the *Pinnacle Playhouse*.

Be sure to mark Saturday, April 29th on your calendar as we present the 4th annual *Wellness Day*. This year, a Financial Wellness seminar has been added to the regular roster of swimming, skating and exercise machines.

Your *Social and Wellness Committee* meets the first Thursday of each month at *Federation House*, and we welcome new members!

Chair: Derek Watt, Breadner.



HEALTH AND SAFETY COMMITTEE

Health & Safety Committee would like to remind members of the importance of reporting incidents and accidents and the importance of seeking medical attention right away. If you suffer any injury at work, it is important that you get it checked out and be sure to let your doctor know that the incident occurred at work. Remember minor things can develop into a major concern. If you have any questions about the reporting process refer to the poster on your ETFO board or contact your health and safety representatives.

Chair: Jason Surgent, Maynooth

Please Consider Joining One of Our Committees!



WHERE IS DAVE??

Find the little Dave hidden within the newsletter and forward its location to smackay@etfohp.on.ca by December 21. Names will then be drawn for a 25\$ gift certificate from Chapters.



FESTIVE ART with Marg McIntyre WORKSHOP

On November 5, teachers were involved in a painting workshop held by our Professional Learning Committee at Foxboro P.S.

For information on future workshops in the new year, follow our Facebook page, ETFO Hastings Prince Edward Local.



Remembrance Day: November 11, 2016



Pictured above (right) is Dave Henderson laying a wreath on behalf of HPE ETFO. Dave Henderson, Sarah MacKay, Pierre Martin, and Jason Surgent attended this year's ceremony on Station St. in Belleville.

COURT RULING TO FORCE HIRING OF HUNDREDS OF TEACHERS IN B.C.

**November 10, 2016 Peter O'Neil and Tracy Sherlock:
Vancouver Sun**

The B.C. government will likely have to hire hundreds of teachers and spend between \$250 million and \$300 million more each year on education, after the dramatic win by B.C. teachers in the Supreme Court of Canada on Thursday.

The estimate comes from B.C. Teachers' Federation president Glen Hansman at the end of a union legal battle that began in 2002.

"We're elated, this has been a long journey," Hansman said.

Canada's highest court, which often takes several months to deliver a decision, took only a 20-minute recess after hearing legal arguments before delivering a 7-2 decision in favour of the union.

The decision immediately restored clauses deleted from the teachers contract by the Liberal government of Gordon Campbell in 2002 dealing with class size, the number of special needs students who can be in a class and the number of specialist teachers required in schools.

The government touched off the legal battle in 2002 by passing legislation that stripped those provisions from the teachers' contract and passed a law denying teachers the right to bargain those issues.

Thursday's decision overturned the B.C. Court of Appeal's 2015 ruling in favour of the provincial government, and restored the original decision in the union's favour by B.C. Supreme Court Justice Susan Griffin.

Hansman said it could take some time to restore class sizes to pre-2002 levels because the union has lost the equivalent of 3,500 full-time positions over the past 15 years.

But he said the clauses should be restored as soon as possible.

"The province has got the money to pay for this," Hansman said.

He said the provincial government has a \$1-billion contingency in its budget, which specifically named the teachers' case as a possible use for some of the money.

The case has huge implications for B.C.'s education system, with affidavits submitted to the B.C. Court of Appeal in 2014 by school superintendents estimating thousands of teachers would need to be hired and more classroom space would need to be found to restore the class size and composition rules.

In Surrey alone, the restoration of the clauses would cost an estimated \$40 million a year. Surrey represents about 10 per cent of the entire provincial education system.

In 2014, superintendents' association estimated it would cost more than \$1 billion a year to return to 2002 service levels.

FOR THE COMPLETE ARTICLE VISIT:

<http://vancouversun.com/news/local-news/b-c-teachers-win-landmark-supreme-court-of-canada-victory>

Rocks & Minerals WORKSHOP

On October 19th, a *Mining Matters* workshop was held by our Professional Learning Committee at Foxboro P.S. Teachers were engaged in hands-on, unique activities and were provided with resources for their classroom, to enhance their science curriculum. For more information on *Mining Matters* visit their website at <http://www.pdac.ca/mining-matters/>.



Pictured Above: Members attending the *Rocks and Minerals Workshop*, held on October 19th.



ETFO Humanity Fund's Support of Supplies 4 Success



Thanks to your support, students & teachers at the 10 schools in the El Sauce and Telica regions of Nicaragua have an opportunity to go to school.

This year, SchoolBOX delivered educational packages (notebooks, pencils, erasers, rulers and pencil sharpeners) to 1227 students and 74 teachers at these ten partner schools.

Our Nicaraguan staff delivered a motivational talk to the students at all ten schools about the importance of attending school, studying and following their dreams.

The students were all smiles as they received their educational packages.



Los Limones School

In Nicaragua, only 56% of students get past the 6th Grade. The ETFO's Humanity Fund's continued support of SchoolBOX empowers Nicaragua's most vulnerable students.

You are creating change for the poorest of communities in Nicaragua. Providing the tools for educating these students will help break the cycle of poverty.

Your generosity is continually 'Making Education Possible'! Thanks for such amazing supporters!



Los Jobitos School

Educational Package Breakdown by School

Bordo Los Martinez

34 students, 3 teachers

La Puerta

39 students, 3 teachers

Los Limones

48 students, 3 teachers

Los Velasquez

49 students, 3 teachers

Chaparral - San Cayetano

54 students, 3 teachers

Las Pilas

57 students, 4 teachers

Los Jobitos

85 students, 6 teachers

La Sabana

64 students, 3 teachers

Ruben Dario

350 students, 21 teachers

Hnos Linarte

450 students, 25 teachers



MAKING EDUCATION POSSIBLE

16,673 students & 814 teachers were empowered by educational supply packages in 2016.

For more information: www.schoolbox.ca/supplies

SchoolBOX, Mills Street, PO BOX 201
Almonte, ON, K0A 1A0



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OTIP R.A.E.O.

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SICK LEAVE LANGUAGE ARBITRATION *Update*

On November 29, ETFO returned to arbitration to present arguments on the implementation date for the new sick leave language. Arbitrator Bill Kaplan heard submissions from all parties including counsel representing the Ministry.

Both OPSBA and the government argued for the changes to take effect on January 1, 2017. They argued that the transition would be less disruptive for teachers returning from medical leaves at this time of year in comparison to the number who return in September. OPSBA also advised that there would be no clawing back of days for teachers who received their sick days under the previous language that was in place this September. However, any teachers returning after January 1 would be subject to the new provisions.

ETFO Counsel, Howard Goldblatt, argued for the implementation to begin at the end of this collective agreement on August 31, 2017. ETFO's submission advocated for the changes to occur as teachers were returning in a new school year rather than mid-year.

Kaplan released his decision on December 2 and concluded that January 1 is a more appropriate date to implement the new sick leave language. He said the following:

The awarded changes are coming into effect here significantly later than anywhere else in the sector. The award must be implemented in as non-disruptive a manner as possible – but that does not mean any go-forward further entitlement under the old regime and/or permanent or quasi-permanent grand-parenting. Across the sector, and almost without exception, the awarded language became immediately effective (or close to it.)

ETFO will be releasing an official member communication in the near future.



Going to a game?



No, going to work...

It's no laughing matter.

Too many workers in our schools – like educational assistants, child and youth workers, and even early childhood educators – experience violence in the workplace. Many are scratched, bitten, punched, kicked, spat on or threatened. Some actually need to wear equipment to protect themselves. This is a very serious issue for education workers.

Enough is enough. It's time to act.

CUPE

cupe.ca/health-and-safety

Congratulations To:

- **Kim Donald** (Hillcrest P.S.) who was married in August to *Bill Brown*.
- **Marilyn Boundas** (Foxboro P.S.) and her husband *Cory Sherman* welcomed a baby boy, *Julian Dimitri Sherman* born on Nov. 11th at 9:19 am, weighing 7lb 1oz.
- **Jonathan Suurd** (Coe Hill) and his wife on the birth of their twins.

Our Sincere Condolences To:

- **Steve O'Brien** (Sophiasburgh Central) and **Catherine O'Brien** (Prince Charles Trenton) on the loss of Steve's father.
- **Patti Sharpe** (Park Dale P.S.) whose father died on November 22.
- **Julia Tubbs** (Stirling P.S.) and **Anne-Louise Marriott** (Susanna Moodie P.S.) whose father died in November.

Introducing OTIP's newest corporate giving program

At OTIP, we recognize that not all worthy causes are linked to registered charities. Within the education community, there are many school projects or initiatives that support learning, provide an enriched experience or help those in need. We want to support these projects and our members with this new program. **Each project or initiative that meets the below criteria is put into a draw in which four prizes of \$5,000 are awarded each year.**



Criteria

Any member in the Ontario public, catholic or French system can apply for funding for their project. Projects or initiatives must be shown to positively impact the lives of students or educators. Requests do not have to be linked to a registered charity.

Entries must be made via a short video (no longer than five minutes), and permission must be granted for OTIP to use the videos on social streams and our website.

Examples of projects that would qualify for funding include:

- o School nutritional programs;
- o Purchase of musical instruments or band equipment;
- o New playground equipment;
- o Environmental initiatives like gardens or tree planting;
- o Art supplies or programs.

Funding is not provided for:

- o Capital projects, such as school additions, replacing buildings or facilities etc.
- o Administration or operating costs such as salaries, utilities.

We will be accepting applications online from December 1, 2016 to March 31, 2017. Between April 1 and 14, OTIP will review video applications to ensure they meet the criteria. The draw will take place on April 17. Winners will be notified the last week of April, with the winning videos posted on OTIP.com and social media on May 1.

This program is administered by Corporate Communications. Any questions should be directed to the Communications team.

ETFO Hastings-Prince Edward Teacher Local



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Fax: 613-962-4618

Visit our Website for the most
Up-to-Date Calendar of Events
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