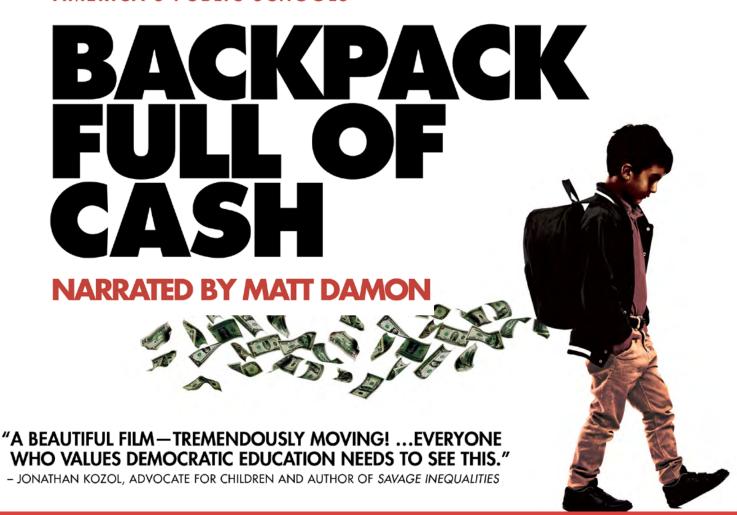


Supports and Promotes the Professional and Personal Development and the well-being of its Members. It does so in a Climate of Mutual Respect, Fairness, Equal Opportunity, Collegiality, Clarity of Process and Democracy.

# FEBRUARY 19-21, 2022 Free Streaming of:

A FILM EXPLORING THE REAL COST OF PRIVATIZING AMERICA'S PUBLIC SCHOOLS



# PRESIDENT'S MESSAGE:



# Bill 115 Charter Challenge Update

It has been almost 9 years since the McGuinty government brought in Bill 155, the Putting Students First Act, which at the time froze our salaries and stripped our sick leave banks and retirement gratuities.

It has been over 5 years since Superior Court of Justice ruled that Bill 115 substantially interfered with collective bargaining contrary to s. 2(d) of the Charter and that the passage of the Putting Students First Act infringed on union members' rights to meaningful collective bargaining under the Charter of Rights and Freedoms. Justice Thomas Lederer also determined that the process the government engaged in was "fundamentally flawed". Since that time, ETFO and the Ontario government went through a failed mediation process and now the remedy of the Bill 115 Charter Challenge rests solely in the hands of Justice Lederer. So, we continue to wait, and wait! Again, I will tell you that we will update you if and when there are any updates. Maybe 2022 will be the year we finally get a settlement!

# **Collective Bargaining Committee**

Last month, the Executive approved the membership of the new Collective Bargaining Committee which

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will be in place for the next Local round of bargaining. Besides the three Released Officers, the members are: Ryan Blake, Justine Bucknell, Shani Doucet, Danielle Saunders, Troy Thrower. Derek Watt, and Chief Negotiator Amira Loney. The new CBC will begin meeting this month to prepare for the next round of bargaining.

A survey regarding the priorities for our next Local round of bargaining will be sent out to the membership in the new year after the Central bargaining goals have been determined.

# Failure to Fill Resulting in Lost Prep Time

The failure to fill vacancies has created a loss of prep time for teachers in many of schools again this year. Due to the shortage of OTs and the chronic problem of unfilled vacancies that has been compounded by the number of COVID cases in our schools, it continues to be essential that any lost prep time be tracked as to when it was lost and when it was paid back. Please report any lost prep time to your steward and principal, and ensure that it is being tracked. Missed prep time must be paid back "as soon as administratively feasible", but no later than two months, or the end of the school year, whichever comes first (Article L11.05.02). If you have lost prep and it has not been paid back within a two-month period, please let the Local Office know.

At this time last year, we were looking forward to the end of 2020 with the hopes that 2021 would bring with it a return to calmer and more "normal" lives. While there haven't been as many late Friday afternoon Lecce/Ford announcements not to look forward to and students have, for the most part, remained in school since September, 2021 certainly was not a return to the way things were. We have moved from getting vaccines 1 and 2 on to possibly getting boosters. It's not only adults who can be vaccinated, but also young students. Cases in schools have increased though and this has caused much disruption in learning, family lives and has taken a tole on the mental health of all those involved. Writing Progress Reports and Communications of Learning this year was also wearing on most; the change to ASPEN has not been popular to say the least and I have certainly passed this message along! Your efforts may have gone unnoticed by some but not by me. You have done all you can for your students, colleagues and school communities. Thank you! As we move into a new year, I would like to wish you a very well-deserved break! I hope you are able to celebrate with those close to you and enjoy a healthy and safe holiday!

> Sarah MacKay ETFO-HP President





# STATUS OF WOMEN COMMITTEE

Chair: Shani Doucet, Prince of Wales

Thank you to all who participated in our first book club of the year. I am looking forward to hearing your thoughts and opinions on our second book in January. The 3<sup>rd</sup> book club will be held in the spring. Plans have started for International Women's Day 2022 so keep your eyes open for that. The Status of Women's committee is also looking at doing a hygiene donation drive for local shelters in the new year. We are actively seeking new ETFO members to join this committee and help plan some fun events. The committee meets virtually the second Wednesday of every month at 5pm. Please send an email to **statuschair.effohp@gmail.com** if you are interested or want more information. Have a safe and wonderful holiday.



## PROFESSIONAL LEARNING COMMITTEE

Chair: Lynn Vander Woude, Bird's Creek

Paint night was successful! Over 20 people enjoyed Lori Meeboer's instructions for a beautiful fall art project (see photos on page 8). Watch for other PL activities in the future. Have a well deserved break and rest up for a busy January! Merry Christmas from your PL committee.



# Equity and Social Justice Committee

Chair: Brooke Ray, York River

Happy Holidays! Wishing you a safe and joyful holiday season, however you celebrate. Keep an eye out for news about an upcoming workshop in the new year. If you are interested in joining our committee, email Brooke at equitychar.effohp@gmail.com.



#### **NEW MEMBERS COMMITTEE**

Chair: Sherry Simms, Trent River

We are so excited to have so many new members this school year. We are hoping to have a virtual or possibly in person event in the new year. Please continue to check your non board email for ETFO updates. If you are interested in joining the New Member;s Committee reach out to chair Sherry at newmembers.etfohp@gmail.com.



## **POLITICAL ACTION COMMITTEE**

Chair: Danielle Saunders, Queen Elizabeth

The Political Action Committee will be sponsoring a virtual screening of the film, Backpack Full of Cash this February. It is a film about the privatization of public schools. We are also ramping up our efforts to organize and mobilize in advance of the provincial election this June. It is vital that the issues that impact public education be brought to the forefront and that we support the parties that have the best interests of education in their platforms.



# SOCIAL AND WELLNESS COMMITTEE

Chair: Derek Watt, Trent River

The Social Committee has been busy planning events for 2022. We will again offer Yoga online (5-6pm) every Tuesday in February. Other events (covid numbers allowing) may include a bowling night, axe throwing, an online trivia night, Escape rooms, a Belleville Senators game, and hopefully a return to our Social and Show! The safety of our members will always come first, so stay tuned! We wish everyone a safe, happy and healthy Holiday season. See you in 2022!



## **HEALTH AND SAFETY COMMITTEE**

Chair: Kim Isaak, York River

As winter weather begins to arrive, be safe on the ice. Each school should have enough cleats for each person on yard supervision. Do you know where they are located at your school?

If you are involved in a violent incident at work, please fill out the forms on Clevr and the ETFOHP website. It does make a difference.

New members are always welcome to join the H & S committee. Contact Kim Isaak at **healthandsafety.effohp@gmail.com** .

IT'S ELEMENTARY DECEMBER 2021 PAGE 3







# **CLASS ACTION**

The Political Action Committee will be sponsoring a book club in the new year featuring former Vice President, Andy Hanson's book Class Action. Class Action is the history of how the Elementary Teacher's Federation became a political force in Ontario. Watch your non-board email for registration information.

With the increase in number of cases in our elementary classrooms we'd like to pass on some information.

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If you believe you have been exposed to COVID-19 at work but are not ill (do not have a diagnosis of COVID-19 or symptoms), you can file a WSIB Worker's Exposure Incident Form. If you have symptoms of COVID-19, seek testing through the Public Health Unit. If a diagnosis of COVID-19 is confirmed and you believe that you contracted the virus at work, report the illness as an occupational illness on Clevr using the Accident/Incident Reporting Form and ensure a WSIB claim is filed.

Please contact the Local Office for assistance.









# **Keep your holiday spending in check** with these 7 practical tips

# 1: Do your shopping homework (i.e., compare prices).

It's a good rule of thumb to comparison shop before you buy. One of the perks of online shopping (besides avoiding the hustle and bustle) is that you'll instantly be able to compare prices, which will save you time and money.

# 2: Set a spending limit.

Be sure to review your budget first to determine how much disposable income you can comfortably spend on holiday purchases. The key is to not overstretch your budget when it comes to spending (i.e., making credit card purchases that you can't immediately pay off).

# 3: Be cautious when using department store-issued credit cards.

While retailers may offer incentives such as 'X% off' your purchases, department store credit cards also charge excessively high interest rates. This means that if you don't pay off the card in full by the time the statement comes in, those interest charges could override any 'amazing' discounts you initially received.



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Click here to subscribe before December 15 for a chance to win a dinner and movie (value \$200)!

\*Read full contest rules.

# 4: Cash in on loyalty rewards.

If you've been saving up rewards points/dollars, you might be sitting on a sizeable sum of money that could be put towards offsetting a portion (or even all) of your holiday purchases.

Whether your rewards tally up to just a few dollars, or a few hundred dollars—cashing in on loyalty rewards is definitely a win-win when it comes to holiday shopping.

#### 5: Don't forget the coupons.

In addition to cashing in on your loyalty rewards, don't forget to take advantage of the fine art of 'couponing'. With online bargain sites such as <a href="rakuten.ca">rakuten.ca</a> and <a href="smartcanucks.ca">smartcanucks.ca</a>, you have instant access to a wealth of coupons in a single click.

# 6: Shop Canadian to avoid duties, fees, and shipping charges.

If you're ordering gifts from retailers outside of Canada, remember that you'll most likely be incurring a host of additional charges that include currency conversion, shipping, duties, taxes, and customs broker fees. To avoid this not-so merry list of charges, it's best to keep your holiday shopping within the Great White North.

# 7: Protect yourself and your money from fraudsters.

The holiday season also tends to see a major spike in scams of all kinds. With each passing year, scammers are becoming increasingly adept at developing ways to trick consumers into giving them their money.

For more details on holiday spending tips, check out: https://www.educatorsfinancialgroup.ca/affiliate/article004

For financial advice, contact us today: <a href="https://www.educatorsfinancialgroup.ca/affiliate/F2212/get-started">https://www.educatorsfinancialgroup.ca/affiliate/F2212/get-started</a>



The Elementary Teachers' Federation of Ontario (ETFO) is hosting the **2022 Reimagine the Intermediate Grades Conference**. The overarching theme for the conference is meant to recognize the diverse nature and needs of our intermediate students and Teachers while supporting them during these challenging times. ETFO believes in the education of the whole child. Children learn, question, and grow throughout all areas of the curriculum and we reflect this belief in our conference and the workshop offerings.

Whether you are responsible for a single classroom, split grades or a specialized assignment, this conference has something for you! Be prepared to learn, laugh, and feel energized about integrating new strategies into your intermediate classroom.

Registration deadline is January 17, 2022 at  $5:00\ p.m.$  (EST).

Registration fee is \$50.

To apply, please visit events.etfo.org

# **Keynote**

Inspired by Mi'kmaw Knowledge: Enacting Equity in Mathematics Teaching and Learning

Dr. Lisa Lunney Borden, John Jerome Paul Chair for Equity in Mathematics Education, St. Francis Xavier University

#### Featuring: Dr. Lisa Lunney Borden

In this session the keynote will share stories from her research and teaching life that have been influenced by the knowledge learned from time spent alongside Elders and knowledge keepers within the Mi'kmaw community in Mi'kma'ki or what we now call Nova Scotia. Dr. Lunney Borden will share her own journey of coming to an understanding of ways to decolonize mathematics education. The keynote will describe this understanding and how this in turn shapes her mathematics teaching.

#### Registration Information:

- Participant expenses covered and reimbursed per ETFO provincial guidelines: travel, meals, single accommodation, and dependent care, where applicable.
- Spots are limited. Selection of participants (within locals) will be by random draw.
- To attend this function, ETFO participants are required to attest to their vaccination status.

# Preference will be given to participants who:

- a) have not attended an ETFO Intermediate Conference before;
- b) have not attended another ETFO provincial conference during the 2020 2021 school year; and
- c) represent a variety of locals from across the province.

#### Registration opens December 8, 2021

Be sure to register by January 17, 2022 at 5:00 p.m. (EST)

ETFO will notify successful participants by email before January 24, 2022. ETFO will refund the registration fee \$50 to those applicants not selected.





# Virtual Painting Workshop

The Professional Learning Committee hosted a virtual painting workshop with local artist Lori Meeboer. Our members were able to learn new painting skills that they can use for arts instruction in the classroom, and they created







An ETFO Retirement Workshop was held on November 17. The workshop was presented by Mark Butt from ETFO Provincial. All participants were very engaged with the presentation.



# **Congratulations To:**

- Miranda Curry (Tweed E.S.) on the birth of her baby
- Emily Stapley (Susanna Moodie) on the birth of her baby
- Madison Bennett (Centre Hastings) on the birth of her baby
- Rebecca Welch (Parkdale) and Ryan Vieira (Prince Charles Belleville) on the birth of their new baby
- Sarah (Keller) Nobel (Prince Charles Belleville) on her recent wedding

# **Our Sincere Condolences To:**

- Amber Foster (Susana Moodie) on the loss of her sister
- Kim Caron (Stirling) on the loss of her grandmother
- Natalie Crawford (Harmony) on the loss of her mother
- Michelle Cooney (Coe Hill) on the loss of her grandfather
- Paul Geller (Prince Charles Belleville) on the loss of his grandmother

# **ETFO Hastings-Prince Edward Teacher Local**

FEDERATION HOUSE 114 VICTORIA AVENUE, BELLEVILLE, ON K8N 2A8 Phone: 613-968-3707 OR Toll Free: 1-866-962-3836

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