

It's Elementary

FEBRUARY 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.



Retirement Workshop

March 23rd

(see poster on page 5)

Wellness Day

April 29th

Swimming, Skating, Open Gym. NEW THIS YEAR — Financial Wellness Workshop available also.



Affiliated with the
Elementary Teachers' Federation of Ontario



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

ETFO Bargaining Bulletin

ELEMENTARY TEACHERS' FEDERATION OF ONTARIO HASTINGS – PRINCE EDWARD TEACHER LOCAL

TENTATIVE EXTENSION AGREEMENT: INFORMATION MEETING

ETFO will be holding a **confidential, member-only** information meeting about the two-year *Tentative Extension Agreement* that was reached during recent provincial bargaining. ETFO members will determine whether the *Tentative Extension Agreement* will form part of ETFO collective agreements through an all-member, online ratification vote.

MEETING AGENDA:

- Background to negotiations
- Tentative Extension Agreement details
- Online ratification vote information
 - Q&A session

MEETING DETAILS:

Wednesday, March 1st

5:00 – 7:00 pm

The Banquet Centre, Alhambra Square, Belleville

A Build-Your-Own-Sandwich Buffet will be provided.

NOTE: The purpose of this meeting is to provide members with confidential information and answer questions about the Tentative Extension Agreement. Voting will not take place at this meeting.

PRESIDENT'S MESSAGE:



As we pass the half-way mark of the school year, I would like to bring your attention to a number of issues:

Contract Extension

There is now a tentative agreement regarding a contract extension to cover the 2017-2019 school years. The details of the agreement covering salary, class size, special education and other staffing were made available to members through the CB eNewsletter recently. Presidents and Chief Negotiators were called to Toronto on February 7th to receive information and prepare for Local information meetings. Our Local information meeting will be held at the *Banquet Centre* in Belleville on March 1st at 5:00 p.m. Provincial First Vice-President Susan Swackhammer and our CB Staff Officer Lisa Hammond will be in attendance. This meeting is open to all ETFO teachers and occasional teachers in Hastings-Prince Edward. Online voting will take place from February 27th to March 3rd.

Salary Increase

A 0.5% increase took effect on February 3rd, bringing A4 max to \$96 081. This increase will appear on the February 17th pay (with one day of retro pay for Feb. 3rd). All members should check their pay stubs through MyEmpath to ensure that their pay reflects the correct step and category. If you are not already in Category A3 or A4, please contact the Local regarding how we might be able to assist with advancement on the grid.

Collective Bargaining Committee

If the tentative contract extension is approved by the membership, there will be no local bargaining until after the agreement expires in 2019. This does not mean, however, that the Local CBC will be inactive. We are planning to survey the membership on a number

of issues which will be helpful to us in Union-Management and Joint Staffing discussions. When you see these electronic surveys come out over the next few months, please take a few minutes to complete them and provide feedback.

School Closures

Pierre, Sarah, and I have been attending the public ARC meetings in Centre Hastings, Prince Edward County, and Belleville. We have brought forward a number of issues regarding how staffing might be affected to the Joint Staffing Committee in the event that the Board approves the recommendations coming forward from Senior Administration. We realize that there is a great deal of skepticism about the timelines involved. Once we have finalized the process with the other members of the Joint Staffing Committee, we will be contacting school stewards at affected schools to arrange a meeting with all ETFO staff.

Disappointing Turn-out at Trustee Event

Back in 2015, the 5 unions in the HPEDSB (ETFO, ETFO-OT, OSSTF, CUPE, APSSP) invited the trustees to a meet and greet at Federation House. All of them turned us down, but most said they would be interested in meeting with us once negotiations were concluded. This past fall we raised the idea again with the Director who said she would support the event and encourage the trustees to attend. Printed invitations were sent out about 8 weeks in advance of the Dec. 20th event date. Only two of the ten trustees bothered to RSVP, and both did attend (Dave Patterson and Mary Hall). As the Vice-Chair, Dave Patterson suggested a follow up email to the Chair, Lucille Kyle, after Christmas. Another invitation has been sent to the Chair to meet with us in the spirit of collaborative professionalism, but as of the time of writing, no response has been received. The lack of interest that our elected trustees have for the worker groups in the Board speaks for itself.

Dave Henderson
ETFO-HP President

Stewards' Council — February 2nd





STATUS OF WOMEN COMMITTEE

International Women's Day 2017 is on Wednesday, March 8th. You are invited to the march and to join guest speaker, Katherine Govier, as she shares stories of immigrant women and their journey to Canada through a pair of shoes. Further details are available on the ETFO Hastings Prince Edward Local Facebook page. The *Status of Women Committee* is finalizing the details for the popular *Finding a Balance Women's Retreat* being held next April 8th and 9th. Stay tuned for more information! 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.

Chair: Angela Silver, Trent River



PROFESSIONAL DEVELOPMENT COMMITTEE

The 2016-17 school year has been very busy so far. We have been thrilled to offer you workshops in science and the arts. This up coming winter and spring we are organizing workshops focused on technology and FNMI Education. Again this year we will be promoting *World Down Syndrome Day* on March 21. Teacher kits will be available. We still have two applications remaining for our *Choose Your Own PL Adventure* funding. If you have an idea for professional learning visit our local website to complete a form. Watch your non-board email for updates on workshops and information on these events.

Chair: Jane Scanlan-Price, Foxboro



EQUITY AND SOCIAL JUSTICE COMMITTEE

The *Equity and Social Justice Committee* has provided incentive funding for four local projects. A donation was made to the *Students for Africa in Mutual Empowerment* to provide a teacher to students in rural Tanzania. Funds were provided for a *Me to We Club* at York River P.S. and a *Girls Empowerment Group* at College Street P.S. (now Trent River P.S.). Funding was also provided to help students from Tyendinaga P.S. publish FMNI books for their local libraries. The committee has also booked a workshop with Provincial ETFO for members this year. Stay tuned for more details. For more information on meeting dates, contact Jade Holloway at equitychair.etfohp@gmail.com.

Chair: Jade Holloway, Queen Victoria



NEW MEMBER COMMITTEE

The *New Member Committee* once again held an ETFO Welcome Program with ETFO Vice President Nancy Lawler for 10 new members on January 25th. If you would like to join the committee, or have any ideas or suggestions, please contact the chair of the *New Members' Committee* Sherry Simms at firstfive.etfohp@gmail.com.

Chair: Sherry Simms, Trent River



POLITICAL ACTION COMMITTEE

On January 23rd and 24th I attended, along with Dave Henderson and Pierre Martin *Community Forum* training in Toronto to promote discussions regarding ETFO's political agenda on *Building Better Schools*. A meeting with Todd Smith (MPP for Hastings-Prince Edward) was held on February 10th to discuss current educational issues and a meeting with MPP Lou Rinaldi will held on February 24th. The next *Political Action Committee* meeting is Tuesday, February 21st at 5:00 pm. For more information, contact Ian McKendry at pac.etfohp@gmail.com.

Chair: Ian McKendry, Tweed



SOCIAL AND WELLNESS COMMITTEE

The *Social and Wellness Committee* organized a successful bus trip to *Vaughan Mills* for holiday shopping last December. Members enjoyed the *Double Double* performance at the *Belleville Theatre Guild* on February 11th. Preparations are well underway for *Wellness Day* on April 29th. Watch for posters containing further details. If you have any questions or are interested in joining the committee, contact Derek Watt at social.etfohp@gmail.com.

Chair: Derek Watt, Trent River



HEALTH AND SAFETY COMMITTEE

Your *Health and Safety Committee* is reminding you of some specific winter/cold weather hazards that exist in our workplaces. The yard, parking lot, and playground surfaces are icy, and caution is required when walking on these surfaces. Each work site should have at least one pair of ice trax or similar boot covers that you can wear if the surfaces are icy. You are also reminded that if you feel the icy conditions are creating a safety hazard then you should be reporting it to your supervisor. Another concern is the temperature in our workplace. The OSHA sets a minimum temperature of 18 degrees Celsius. If your workplace is consistently below 18 degrees, please contact one of your JHSC Reps (Gavin Foster or Jason Surgent).

Chair: Jason Surgent, Maynooth

Please Consider Joining One of Our Committees!

You may contact the chair or call the local office for more information.
Active Committees are essential in order for our local to be as vibrant as possible.

Three keys to a happier winter

Winter is upon us here in Canada. The days are shorter, the weather is colder and sunshine is a rare sight. Often, this can lead to low energy and general malaise so it's important to be proactive about keeping a positive attitude during the colder months. Here are three key things to keep in mind for a happier winter season:



1. Eat healthy.

When you eat healthy food, it makes you feel better. Eat a variety of fruits and vegetables to ensure that you are getting enough vitamins and minerals to nourish your body. Things like soups and stews are great ways to incorporate lots of vegetables and lean protein into your diet while still feeling like comfort food.

2. Get active.

Take advantage of good weather days and go for a walk or embrace the winter season with fun activities like snowshoeing, skiing or skating. Not the outdoorsy type? Join a gym or fitness class instead to get your heart pumping. At least 30 minutes of activity three times a week is a good place to start.

3. Sleep well.

Lack of sleep can have a huge effect on your mood, so it's important to get your recommended 7-8 hours each night. Try to keep your bedtime and waking time consistent so you can develop strong sleep habits. Don't forget naps! Even just ten minutes can be enough for a quick afternoon pick-me-up.

Try and incorporate all three of these into your daily routine and see the difference it can make in your life this winter and beyond!



ETFO ISSUES CALL TO ACTION TO ADDRESS VIOLENT INCIDENTS IN SCHOOLS

The Elementary Teachers' Federation of Ontario (ETFO) today released a call to action to address the critical lack of support for students facing serious behavioural issues that can lead to violent incidents in classrooms. The call comes in advance of a meeting tomorrow with the Ontario ministers of education and labour on the issue.

Among its recommendations ETFO is calling on the government to adequately fund special education programs, set up inter-ministerial supports to build capacity for children's mental health services and support school board compliance, reporting of incidents and training related to health and safety legislation and policies.

"We know that students who have timely access to effective supports do better in school. The issue is that children with high risk behaviours aren't getting the mental health referrals and support they need," said ETFO President Sam Hammond. "Other children with special needs are not receiving sufficient support and resources, leading to delays in assessment to inform their programming, and often delay or absence in receiving the supports and resources they need to be successful."

"ETFO firmly supports an integrated model for special education but we, along with school boards and other education stakeholders, have long recognized that Ontario's funding for special needs has not kept up with the growing and actual needs of students."

"We need to ensure school environments are physically and psychologically safe to ensure optimal teaching conditions and learning outcomes for students. There is a critical need for more special education teachers, educational assistants, psychologists, behavioural therapists, school support counsellors, child and youth workers and speech language pathologists," added Hammond.

ETFO is committed to building better schools. Its Building Better Schools education agenda can be viewed at www.buildingbetterschools.ca.



Do
you see
RETIREMENT
on Your Horizon?
Let us answer your questions

5:00 - 8:00 p.m.
Location to be determined

THURSDAY
MARCH 23rd, 2017

ETFO's

Retirement Planning WORKSHOP

Presented By: Jennifer Mitchell, *ETFO Staff Officer*

*CPP offset • CPP at 60 or 65 • Survivor Benefits
Your Retirement Gratuity • The Ontario Teachers' Pension Plan
Buybacks of Credited Service • Working after Retirement*

SNACKS PROVIDED



Register by March 9th by emailing: smackay@etfohp.on.ca

FOR MORE INFORMATION CONTACT: Sarah MacKay 613-968-3707 x228

What you need to know about an absence from work

Let's begin with the three categories of absences:

1. Absence with pay due to illness **with deductions from Sick Leave Credit Account** (Code 1)
2. Absence with pay - items **not deductible from Sick Leave Credit** (Code 2)
3. Absence **without** Pay - items **not deductible from Sick Leave Credits** (Code 3)

Let's now look at each category separately:

1. Absence with pay due to illness with deductions from Sick Leave Credit Account (Code 1)

How many Personal Illness and Medical/Dental appointment days do I have in my Sick Leave Credit Account?

⇒ Each full time member has access to **11 days** at 100% of salary each school year.*

* **Please note:** *Teachers who are less than full-time shall have their sick leave allocation pro-rated. Calculated as your FTE times 11.*

What type of absences fall under this category?

- Absence for personal illness for a period of five (5) consecutive working days or less
- Absence for illness over five (5) consecutive working days – Call the Local office for advice
- Absence for dental/medical examinations.
- The more detailed language including references to WSIB can be found in Article L30.01

What happens when I have used up my 11 days?

⇒ You will receive an email from the Human Resources Coordinator (currently Sue McFee) which states the following: ***"This will serve to notify that you have exhausted the eleven days provided"***
The same email will also state that: *"Beginning on the 12th day of sick leave, employees may transition to a short term sick leave disability plan (STLDP) for up to 120 days. STLDP is provided at a reduced salary. You may be eligible for top up to full salary during STDLP through the use of any unused days from the [previous school year]. Adjustments to your pay for continued absence due to personal illness may occur no later than your next pay period."*

So what does this mean?

⇒ The transition to the STLDP is seamless. You will continue to book daily absences for Code 1 via the SEMS system. The reduced salary is at 90%. However, your pension and benefits are not affected because the Board will continue to make deductions for your pension as though you are working 100%.



I can't remember if I used all of my sick days from the previous year. How can I find out if I have any top-up days from the previous school year that could be used to top-up reduced salary days beginning on day 12?

- ⇒ You should go onto the myEmpath system on the Board's website in order to access this information. It can be accessed by clicking on the "Human Resources Support Services" tab under the "About HPEDSB" tab. You will need your employee number and your password. Click on "my empath", then "personal" and then "leave balance". This page will show you the following: your current Sick Leave Balance of your 11 days at 100% salary, your Sick Leave Reduced Rate balance and your Sick Leave Top Up balance. If you feel that these numbers are incorrect, please call the Local office for advice.

How do the top-up days' work?

- ⇒ Teachers accessing STLDP will have access to any unused Sick Leave Days from their last year worked for the purpose of topping up salary to one hundred percent (100%) under the STLDP.
- ⇒ This top-up is calculated as follows:
- Eleven (11) days less the number of sick leave days used in the most recent year worked.
 - Each top-up from ninety percent (90%) to one hundred percent (100%) requires the corresponding fraction of a day available for top-up. **Therefore, each top-up day can be used to "top-up" 10 days to 100%.**
- ⇒ **Note:** Please watch for a "top-up" line and amount on your pay stubs.

2. Absence with pay – items not deductible from Sick Leave Credit (Code 2)

What type of absences fall under this category?

- for a period of quarantine when declared by the Medical Officer of Health or designate;
- to serve as a juror or by reason of a subpoena being a witness in any proceeding to which he/she is not a party to one of the persons charged, provided that the Teacher pays to the Board any fee exclusive of travelling allowances and living expenses that he/she receives as a juror or as a witness;
- for a funeral in the immediate family, up to a maximum of five (5) days for each bereavement, an extension may be granted by permission of the Director;
- for funerals other than immediate family up to one (1) day for each bereavement;
- to write the Teacher's post-secondary or university examination;
- for the purpose of attending his or her own graduation, or the graduation of a member of the immediate family;
- to attend the Teacher's own wedding/weddings in the immediate family for one day only;
- illness in the immediate family, four (4) days/school year; *(The allocation of these days are prorated for **Teachers who are less than full-time** calculated as your FTE times 4)*



- concerns related to board chemicals (i.e. paint);
- non-attendance because of inclement weather, subject to timely notification to the appropriate supervisor or designate;
- attend the birth of a grandchild;
- up to three days to attend the birth of, or responsibilities related to the birth of, a child, surrogate child, or to receive an adopted child; and
- special circumstances for reasons approved by the Superintendent of Human Resources (We recommend you contact the Local office prior to making a request)

What is the definition of Immediate Family?

⇒ “Immediate Family” shall be deemed to include the Teacher’s father, mother, spouse, brother, sister, child, grandparents, grandchildren, corresponding in-laws and the person who stood in Loco Parentis to the Teacher or a person to whom the Teacher stood in Loco Parentis. (Article L30)

What is the definition of Spouse?

⇒ “Spouse” means any person to whom the Teacher is married or with whom the Teacher is living. (Article L30)

3. Absence without Pay - items not deductible from Sick Leave Credits (Code 3)

What type of absences fall under this category?

- Moving to a new place of residence for one day only in any one school year;
- Weddings other than the Teacher's immediate family. Up to one day only;
- Personal reasons - Absence will not be approved immediately preceding or following Christmas or winter breaks except by approval of the Director (or Designate); and
- Special circumstances for reasons approved by the Superintendent of Human Resources.



Are my Benefits still paid for an absence under this category?

⇒ Benefits will continue to be paid at the same rate by the board during code 3 absences.

If I take up to five unpaid days for personal reasons can I have the deductions equalized over the school year?

⇒ For absences without pay that are approved by Human Resources, in advance of the school year, the salary deductions will be equalized over the pay periods of the school year provided the request is made in writing by June 30. For more details, please visit the **Latest News section on our website** www.etfohp.on.ca



Finding A Balance Retreat

FOR WOMEN EDUCATORS

April 8th & 9th 2017

*Join your colleagues for a spring weekend
of rest, relaxation, and rejuvenation.*



The ETFO-HPE Status of Women
Committee has planned a retreat at:



*Especially
for YOU!*

REGISTER AT: www.etfohp.on.ca/committees/status-of-women/

PLEASE MAKE YOUR CHEQUE PAYABLE TO: HPEETL

MAIL TO: ETFO-HP STATUS OF WOMEN COMMITTEE, FEDERATION HOUSE, 114 VICTORIA AVE., BELLEVILLE, ON, K8N 2A8

INQUIRIES TO ANGELA SILVER: statuschair.etfohp@gmail.com

APRIL 29th, 2017



WellnessDay

Swimming, Skating, and Open Gym



TIPS
on Budgeting &
Financial Planning



Financial Wellness Workshop

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

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!



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

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

NOTE: Daily ETFO Occasional Teachers, please email Cynthia Riordon:
cyndowneast@gmail.com

Welcoming & Supporting

LESBIAN, GAY, BISEXUAL, TRANSGENDER,
QUEER OR QUESTIONING FAMILIES

Research shows students perform better academically and socially when they see themselves reflected in the school environment and curriculum.

*How do we accomplish this for LGBTQ families,
recognizing them as a growing type of family structure in Canada?*

Tuesday, February 28th, 2017

1:00 - 3:30 p.m.

Release Time and Light Lunch Provided

THIS WORKSHOP IS BUILT FROM A PRACTICAL, "USE-IT-NOW" PERSPECTIVE. PARTICIPANTS WILL DISCUSS WAYS TO FOSTER POSITIVE COMMUNICATION AND TRUST WITH LGBTQ FAMILIES, THE USE OF INCLUSIVE LANGUAGE, CURRICULUM CONNECTIONS AND HOW TO HONOUR LGBTQ FAMILIES AROUND CELEBRATIONS AND TRADITIONS (e.g., Family Day, Mothers' and Fathers' Day).

**Hands-on resources will be
available to participants.**

Resource prizes will be drawn.



Register by Tuesday, February 21st to:

Jade Holloway, Equity Chair, equitychair.etfohp@gmail.com
20 spaces available, first come first served.



WHERE IS PETIT PIERRE?

Find the Petit Pierre drawing hidden within this newsletter and forward its location to smackay@etfohp.on.ca by February 28, 2017.

Names will then be drawn for a \$25 gift certificate..

Congratulations to Jodie Hannah (Harmony P.S.) who won the "Where is Dave?" contest last month. Jodie won a \$25 gift certificate from Chapters!



Congratulations To:

- **Ben Blakeley** (Kente P.S.) and **Hayley Giuliani**, on the birth of their baby girl **Quinn Katherine Blakeley** on January 23, 2017, Weighing: 7 lbs 15oz.

Our Sincere Condolences To:

- **Deidre Munro** (Harmony P.S.), on the loss of her grandmother.
- **Liz Howes** (Pinecrest P.S.), on the loss of her mother and brother.
- **Matt Simpson** (Frankford P.S.), on the loss of his father-in-law.

Newly retired teacher **Brett Nielsen** (far right) enjoys bobsledding in Whistler.



HOW TO REDUCE YOUR RISK OF DEMENTIA

As our population ages, cases of dementia in Canada are expected to double by 2031. Currently, between 6% and 15% of Canadians aged 65 and older live with some form of dementia. The good news is that there are things you can do to help reduce your risk of dementia.

Visit www.otip.com/article15 to read the full article.



ETFO Hastings-Prince Edward Teacher Local



FEDERATION HOUSE
114 VICTORIA AVENUE
BELLEVILLE, ON K8N 2A8

www.etfohp.on.ca

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/>

