

It's Elementary

FEBRUARY 2018

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.



Stewards' Council: Provincial ETFO Liaison, Gail Bannister-Clarke (second from right), and Provincial Collective Bargaining Officer, Lisa Hammond (right)

Contract Teachers Town Halls

Our goal is to deliver a common message to our members in a timely manner regarding the transitions of elementary students to high school settings, the Spring Staffing Process, Collective Bargaining updates, Remedy update and member issues.

Retirement Workshop

Wednesday, April 4th
(details on pg 5)

Wellness Day

Saturday, April 28th
(details on pg 7)



Affiliated with the
Elementary Teachers' Federation of Ontario



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

TOWN HALLS:

Wednesday, March 21 5:00 p.m. – 6:30 p.m.

Trent River Public School Staff Room, Trenton

Tuesday, March 27 5:00 p.m. – 6:30 p.m.

Banquet Centre, 1 Alhambra Square, Belleville

Wednesday, March 28 5:00 p.m. – 6:30 p.m.

Prince Edward Community Centre, 375 Main St, Picton

Tuesday, April 10 5:00 p.m. – 6:30 p.m.

York River Public School Room 102, Bancroft

Wednesday, April 11 5:00 p.m. – 6:30 p.m.

Madoc Public School Gymnasium, Madoc

ETFO members may attend
any of the above Town Halls

Snacks will be provided

We hope to see you there!





All-Member Workplace Violence Survey

Thank you for taking the time to complete the provincial ETFO Workplace Violence Survey last fall. There was a good response from the this Local, and we will be provided with the Local results soon. You

have probably seen the provincial press release and the article in the *Intelligencer*, which provides some details on the pervasiveness of violence in our classrooms, the lack of front-line resources, and the increasing frequency of incidents. **Seventy per cent of ETFO members have experienced violence or have witnessed violence in their schools.** Teachers report that both the number and the severity of the incidents is increasing. Over **two-thirds of our members have reported** the incidents, yet **only 50% of them have been followed up by administration.** Of those follow ups, over half are rated as ineffective, and only 3% as very effective. Of those who did not report the incidents, approximately **35% did not know how to report or didn't think they had to, and over 20% were either fearful of repercussions or were told not to.**

These are all very alarming statistics. In our school visits, Pierre, Sarah, and I have been emphasizing the duty to report all violent incidents under **Board Procedure 421** and all Safe Schools incidents under **Board Procedure 378.** These procedures are based on legislation which make it **mandatory to report.** It isn't an option. By not reporting, teachers are putting themselves at risk. In many schools, there is confusion over the difference between 421-1, 378-13, and in-school office referral forms. Office referral forms may be used in some circumstances, but they do not replace the necessity to report using one or both of the official Board forms. **If you feel pressured to not report Violent Incidents and Safe Schools Incidents, or if there are conflicting messages around reporting in your school, please call the Local Office and we will follow up.**

ETFO Town Hall Meetings

Continuing the practice begun last year, the Local will once again be holding regional town halls for ETFO members. Members may attend any or all of these meetings if they choose (dates and locations on the front page of the newsletter). The staffing process will be discussed in detail, with a particular focus in the Trenton, Belleville, Madoc and Picton meetings on the implications of **K-12 and 7-12 schools.** These meetings are also to update members on **Collective Bargaining** issues. As we approach the final year of the contract extension, it is important to begin discussing issues related to the next round of contract bargaining. Please try to make time in your schedules to attend at least one of the town halls.

School Budget Committees

Article 18 of the Collective Agreement requires each school to have a budget committee consisting of the principal and at least three ETFO members. The committee is to have *“access to all school level financial information and will make recommendations to the principal with respect to funding allocations, short and long term priorities and any other fiscal matters affecting the operations of the school.”* As we are now at the half way point in the school year, it is worth noting that the School Budget Committee **must meet at least three times per year.** It is particularly important in these times of budget cuts and fiscal restraint that ETFO members participate in and understand the school budget process. If your school does not have a budget committee in place, or if you are unsure, please speak to your School Steward, and contact the Local Office.

Dave Henderson
ETFO-HP President



BUILDING BETTER SCHOOLS

Support For Students With Special Needs

There are students both identified and not in need of extra support in today's schools. Many are receiving supports and interventions not covered by special education funding. As a result, most school boards spend more on special education than they receive in grants. This means that boards take funds from other program areas to support special education. As recommended by the government's Declining Enrolment Working Group in 2009, special education grants should be revised to better reflect the needs of special education students.

COMMITTEE CORNER



STATUS OF WOMEN COMMITTEE

The *Status of Women Committee* is supporting the *Quinte International Women's Day* Committee events being held on March 8th. There will be a Women's March through downtown Belleville beginning at 4:30 p.m. followed by a social hour at the *Belleville Library* and guest speaker Cyndy Baskin speaking at 6:00. Snacks will be provided. For more information, contact Sarah at smackay@etfohp.on.ca

Chair: Angela Silver, Trent River



PROFESSIONAL LEARNING COMMITTEE

The *Professional Learning Committee* is presenting the ETFO workshop *Inspire & Inquire* in 2 parts, February 20 and February 27 at Foxboro Public School. The session runs from 4:30 to 7:30. Materials and refreshments will be provided. Please email Jane at plchair.etfohp@gmail.com if you are interested in this learning opportunity. Also coming up we will be hosting local artist Margie Phieffer with her painting workshop *Just For Today I Am Creative*. Watch your email for more details. We also want to remind everyone to *Rock Their Socks* this March in recognition of *World Down Syndrome Day* on March 21. If you have any great PD ideas or would like to join the committee we would love to hear from you, send ideas and emails to plchair.etfohp@gmail.com

Chair: Jane Scanlan-Price, Foxboro



EQUITY AND SOCIAL JUSTICE COMMITTEE

The *Equity and Social Justice Committee* met on January 23, 2018 to set an agenda and timeline for the remainder of the year. Three events were identified as goals for the committee: a safe space social for all board employees, a poverty workshop for teachers and involvement in the Belleville pride event(s). Next steps for the committee will be to secure dates for these events, begin to plan the details and look for partnership/support from other education unions and the school board. Please check the ETFO-HP calendar for upcoming meetings and timelines.

Chair: Ian McKendry, Tweed



NEW MEMBER COMMITTEE

Hope you have enjoyed your report card writing snack. As we head into the second half of the year, remember that you can email fristfive.etfohp@gmail.com with any questions or suggestions for how our committee can support you as a new teacher. Below is a link to the ETFO advisories to members: <http://etfo.on.ca/supportingmembers/professionals/pages/advisoriestomembers.aspx> These advisories to members are on various issues of concern, giving direction on government and agency initiatives. Keep checking your email to keep informed of any new learning opportunities coming up.

Chair: Sherry Simms, Trent River



POLITICAL ACTION COMMITTEE

The *Political Action Committee* has been busy! On January 17, the committee met and went through information gathered at the PAC workshop entitled "Help us shape ETFO Hastings-Prince Edward's Strategy for the Upcoming Provincial Election". A PAC committee member has designed a mini slideshow for stewards to use to communicate the "Building Better Schools" document prior to election platforms being announced for the Federal Election in June. Our next meeting is February 27 at Federation House, all welcome.

Chair: Danielle Saunders, Queen Elizabeth, Belleville



SOCIAL AND WELLNESS COMMITTEE

The *Social and Wellness Committee* is excited about the up-coming events planned for our Local. In early February, watch for information regarding the chance to attend an afternoon game in March between the Belleville Senators and the Toronto Marlies. On Saturday, April 7th we will be hosting another *Social and Show*. This time, tickets will be available to a comedy titled "The Curious Savage." Our 5th annual *Wellness Day* is being held on Saturday April 28th and new for this year is a yoga class for up to 20 people. We will end our year of events with a bus trip on Saturday May 12th to Ottawa. Members and their guests will be able to take in the *Tulip Festival*, as well as visit the *Rideau Centre* and surrounding area. Stay tuned for more information on all of the events and we hope to see you at some of these events!

Chair: Derek Watt, Trent River



HEALTH AND SAFETY COMMITTEE

The committee would like to remind members about the importance of seeking medical attention in the event of a workplace injury, especially a head injury. There have been a few cases in our local in recent years where a teacher has fallen or been injured at work and has not sought medical attention right away. This makes the WSIB process difficult and often results in claims being denied. The *Health & Safety Committee* is looking for members. If you are interested in joining the committee contact Jason at healthandsafety.etfohp@gmail.com

Chair: Jason Surgent, Maynooth



ARTS COMMITTEE

Our newly-formed *Arts Committee* met in November. We established our terms of reference and discussed many options around supporting our members through the arts. Our follow-up meeting, scheduled for January, was postponed due to weather. Our next meeting will be held on Monday, February 26th, 2018 from 5-6 pm at *Federation House*. Come on out and support our newest committee. Please RSVP to arts.etfohp@gmail.com

Chair: Gavin Foster, Harry J Clarke



OSSTF District 29 Presents the
2018 KEVIN MANION MEMORIAL LECTURE

IMMIGRATION, REFUGEES & HUMAN RIGHTS



Understanding the changing landscape of Canada
A discussion placed in Canadian context with
Immigration Lawyer: **Chantal Desloges**
Visit Chantal's Bio at: www.chantaldesloges.ca

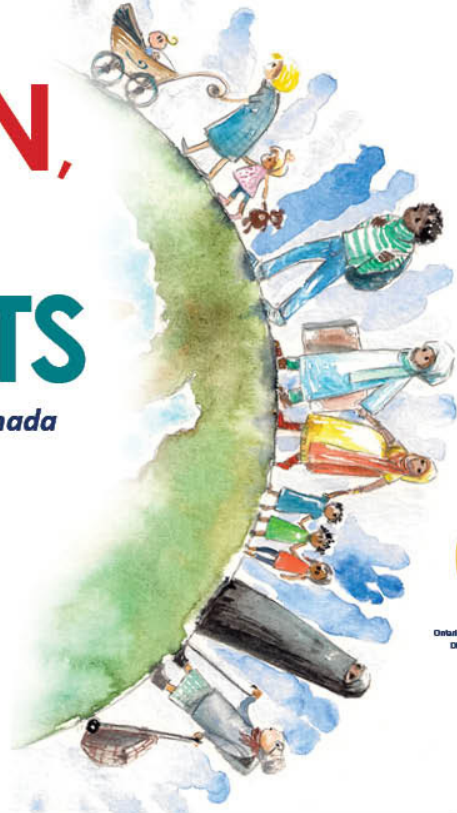
MAY 8TH, 2018

Belleville Public Library
in the Parrott Gallery 254 Pinnacle St. Belleville

Social **6:30** p.m.

Lecture **7:00** p.m.

FREE ADMISSION: Space is limited so please RSVP at:
tinyurl.com/Manion2018 to confirm your attendance!



Ontario Secondary School Teachers' Federation
District 29 Hastings and Prince Edward

Sponsored together with:



School Violence Up

Tuesday, January 30, 2018 The Intelligencer

By **Tim Miller**

BELLEVILLE - The Elementary Teachers' Federation of Ontario (ETFO) is sounding the alarm about rising violence in schools.

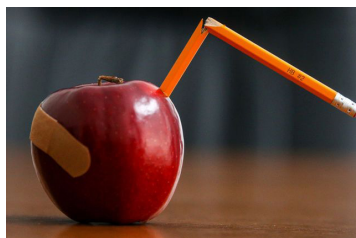
According to a survey conducted on behalf of the teachers' union, 70 per cent of ETFO members have personally experienced violence or witnessed violence against another staff person. Nearly eight in 10 members say the number of violent incidents have increased, with 75 per cent of all members saying the severity of violent incidents has increased.

For members who experienced violence, 83 per cent reported the violence was perpetrated by a student.

While local numbers are still to be released, Dave Henderson, president of Hastings-Prince Edward Local ETFO, said he expects they'll be pretty close to the provincial results.

"I didn't find anything in it surprising, really. I hear those kinds of stories every day," said Henderson, who has been visiting ETFO members at schools in the region as part of an ongoing information campaign about school violence.

"We hear a lot about violence in the classroom and the problems around reporting it," he continued. "Based on the reaction of our members we figure that it is under reported."



Henderson has heard stories from teachers who have been kicked, punched, spit on and even had items like chairs and books thrown at them.

He said a large part of the issue stems from the *Ministry of Education* itself, citing a funding formula which doesn't address special needs — leading to a "tremendous" shortage of front-line resources like educational assistants (EAs), social workers and child and youth care workers.

"Those (EAs) are the people that are needed in classes in order to assist teachers in dealing with these kind of issues and they're just not there. They're spread too thin and the numbers are cut back every year and so our teachers are dealing with these situations and they're just not equipped for dealing with them.

"So you end up with situations where you just have to evacuate the classroom, and that's not satisfactory. That's interfering with everybody's learning environment."

More than a third of ETFO members surveyed said they had been involved in a classroom evacuation during the 2016-2017 school year.

"Most of those evacuations are in the primary grades, which is maybe something that people don't realize, that a lot of the increase in violence and evacuations is occurring with the youngest children."

For the complete Article visit: <http://www.intelligencer.ca/2018/01/30/school-violence-up>



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

5:00 - 8:00 p.m.
in the Quinte Secondary
School Library

WEDNESDAY
April 4th, 2018

ETFO's

Retirement Planning WORKSHOP

Presented By: Dave Wing, *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 28th by emailing: smackay@etfohp.on.ca

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





Physical Activity and Cancer Prevention

It's an unsettling number. Nearly one in two Canadians will be diagnosed with cancer at some point in their lives, and one in four Canadians will die from it.

This is according to the 2017 edition of the Canadian Cancer Society's annual report on Canadian Cancer Statistics. While those numbers are certainly scary, the organization reports that the good news is that almost half of all cancer cases can be prevented.

Like heart disease, many Canadians are genetically predisposed to certain cancers, meaning your chances of developing certain cancers are higher if they run in your family. However, prevention is still crucial.

To learn more, visit www.otip.com/article22

Stewards' Council

At the Stewards' Council held on December 8, 2017 at the *Banquet Centre*, members heard from Provincial Executive and our *Provincial ETFO Liaison*, Gail Bannister-Clarke on current issues. Stewards also heard a presentation on Reporting Workplace Violence and Serious Student Incidents from our *Provincial Collective Bargaining Officer*, Lisa Hammond.



APRIL 28th, 2018



WellnessDay

Swimming, Skating, and Open Gym

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

Participate in **One Activity** *or* **All Four!**

SKATING: 2:00 – 3:00 p.m.

GYM: 2:00 – 5:00 p.m.

POOL: 3:00 – 5:00 p.m.

YOGA (Adults only): 3:30 – 4:30 p.m.

Pre-Registration is required for Yoga:
RSVP to Sandy at: osstf29@hotmail.com



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

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

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

In case you missed it...

Twyla Jackson, a teacher at Prince Charles PS, Trenton, had an article published in ETFO's Winter 2017 Edition of ETFO Voice magazine. Twyla writes about coping with child and youth mental health challenges in our classrooms and her group work on a resource that partnered ETFO with School Mental Health Assist. Twyla's article, *Mental Health and Well-Being in Our Classroom: The Building of a Resource by Teachers for Teachers*, can be found on page 28 of ETFO Voice or at:

<http://etfovoice.ca/feature/mental-health-and-well-being>.

Congratulations To:

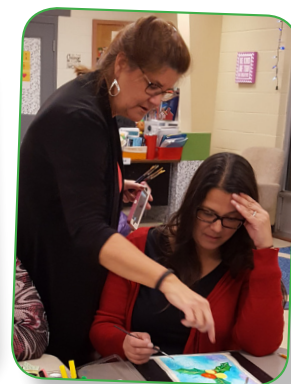
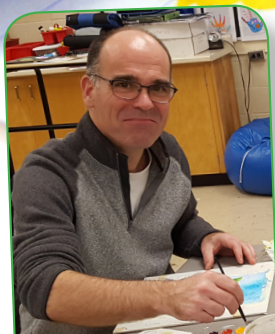
- **Carrie Peltzer** (Stirling PS) and her husband *Chris* on the birth of their baby girl *Sorrel Dahlia* born January 13th, weighing 6lbs 14oz.

Our Sincere Condolences To:

- **Ashley Ridder** (Susanna Moodie) on the death of her Grandma Ridder.
- **Marie Saint-Pierre** (Bayside PS) on the death of her father.

Festive Art Workshop

On December 5 the Professional Learning Committee hosted the popular Festive Art workshop at Foxboro PS. Members painted festive watercolours under the guidance of local artist Marg McIntyre.



Back this month:
“Where is Dave?”

Find the mini Dave graphic hidden within this newsletter

Email your answer by Feb. 16th to:
smackay@etfohp.on.ca

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

Last month Deb Eden from North Trenton PS won the \$25 gift certificate from Chapters.



ETFO Hastings-Prince Edward Teacher Local

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/>

