

It's Elementary

JANUARY 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.



Social and Show

Feb. 6th (\$10 tickets must be purchased in advance to see "Later Life")



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

ETFO PROVINCIAL WORKSHOP:

Welcoming Refugee Children & Their families into Our Schools

Due to the recent arrival of Syrian and other refugees in many communities, ETFO has designed a new workshop to assist teachers in helping refugee children and their families with the transition to their new life. This Local was chosen as the first recipient of the new workshop developed by Kalpana Makan and other ETFO Staff at the provincial office. About 25 teachers from Sir John A., Pinecrest, PEI, and CSS attended on January 12th at W. R. Kirk. One OSSTF member described it as the "best PD ever".



(LEFT) **Dave Henderson** (ETFO Local President),
(MIDDLE) **Kalpana Makan** (ETFO Provincial Staff: Equity & Women's Services),
and (RIGHT) **Laura Maclellan** (Curriculum Co-ordinator HPEDSB)

WORKSHOP

Addressing Islamophobia: A DISCUSSION FOR EDUCATORS

Islamophobia is prejudice against, hatred or fear of Islam or Muslims.

This workshop is designed to build awareness relating to issues of Islamophobia and critically examine personal and professional biases, explore resources to meet the diverse needs of schools, representing a multiplicity of perspectives, and encourage members to take further actions relating to inclusion within their classrooms, schools, families and communities.

February 22nd

1:00 – 4:00 p.m.

Belleville Public Library (meeting room)

A HALF DAY OF RELEASE, LIGHT REFRESHMENTS, PLUS
A PICTURE BOOK AND RESOURCES WILL BE PROVIDED.



SPACES ARE LIMITED TO
THE FIRST 20 PEOPLE

To register email **Jade Holloway** (Equity Chair)
by **Wednesday, February 10th** at:
equitychair.etfohp@gmail.com



BROUGHT TO YOU BY THE ETFO HASTINGS-PRINCE EDWARD TEACHER LOCAL
EQUITY AND SOCIAL JUSTICE COMMITTEE IN COLLABORATION WITH ETFO PROVINCIAL

**Register early
for your spot
at this NEW
WORKSHOP**

PRESIDENT'S MESSAGE:

At the Halfway Mark



The PA Day on February 4th marks the 97th day of the school year—half way to June 30th. So, it's no surprise that we are already looking ahead to end-of-the-year activities like staffing and Local elections.

Staffing timelines will be posted soon, and we will continue to follow the new 17-day staffing process which has worked quite successfully for the last two years.

The Local has been actively working toward a new Collective Agreement. We met with the Board on January 18th and 19th with both sessions going into extended hours. There are still a number of outstanding issues to discuss, and another bargaining date has been set for February 22nd. Keep in mind that we must have a Local deal in place before the terms of the Central Agreement take effect. Therefore, the lump sum payment and grid movement retroactive to September 1st are still on hold.

Remember that the February 4th and May 20th PA Days are teacher-directed for the purposes of assessment, evaluation, and the preparation of report cards. No meetings or PD, voluntary or not, are to take place. Since these are the only two days we get for report card preparation, it is important that the right message is sent by using them only for that purpose. If you have any questions about the use of “professional judgement” when competing reports, please feel free to call the Local Office.

Check elsewhere in this newsletter for PD opportunities which you might consider as part of your own professional growth. And don't forget to take advantage of any remaining funds in the AQ, TEP and PD Funds. Apply online at www.etfohp.on.ca.

Dave Henderson
ETFO-HP President

OSSTF D29 PRESENTS THE 2016 KEVIN MANION MEMORIAL LECTURE



CANADA'S AUTHORITATIVE
VOICE ON SUSTAINABILITY

MAY 5th, 2016

\$10 A TICKET
(\$5 FOR STUDENTS)

For more information or to purchase tickets
contact your Educational Services Rep. or the District Office at:

613-968-3707 x223

CHRIS TURNER

"His keynotes educate and inspire audiences about what is possible with change, and then, he shows them how."



"We're not telling teachers they can't do these things — but we're saying they can't be told to do them if it's against their professional judgment," said EFTO president Sam Hammond.

UNION REMINDS TEACHERS TO USE THEIR 'JUDGMENT' ON REPORT CARDS

New contract clause gives elementary teachers more leeway on comments.

Toronto Star by: Louise Brown, Jan 21 2016:

Just when you thought labour peace had returned to Ontario schools, along comes a bulletin from the elementary teachers' union telling its 76,000 members they can't be bossed around about what kind of comments they put on your child's report card.

According to a new dispatch from the Elementary Teachers' Federation of Ontario (ETFO), teachers can't be told how long comments must be. They can't be told to fill up the whole “comment box.” They can't be told how many comments to write per subject. They can't be told how many “learning skill” ratings must come with a comment attached.

And the way ETFO is interpreting a historic new clause about teachers' “professional judgment” in the latest provincial contract, teachers can't be forced to write “unique, personalized” (read: not computerized) comments for each student.

To Read the full Article Visit:

<http://www.thestar.com/yourtoronto/education/2016/01/21/union-reminds-teachers-to-use-their-judgment-on-report-cards.html>

COMMITTEE CORNER



STATUS OF WOMEN COMMITTEE

The local Status committee delivered Christmas donations to three local women's shelters (*Three Oaks, Red Cedars, & Tamarack Resource Centre*). They also held their annual *Community Support Recognition Dinner* on January 14th. On March 5th, for *International Women's Day*, we will be showing the film "GirlRising" at the Madoc Arts Centre. Mark April 9-10th on your calendar for the *Finding a Balance Retreat*. If you are interested in joining the *Status of Women Committee* or have ideas for consideration please contact the chair of the committee, Angela Silver, at status.etfohp@gmail.com

Chair: Angela Silver, College St.



PROFESSIONAL DEVELOPMENT COMMITTEE

The *Professional Learning Committee* will be hosting *Larry Swartz* on February 11 in presenting the workshop, *Creating Caring Classrooms* for 20 teachers at Federation House (see poster on page 6). The committee would also like to remind members to go to the committee section of the website to access our *Choose Your Own Adventure* application if you would like financial support for your professional learning. As well, continue to check your non-board email for future learning opportunities. If you are interested in joining the *Professional Learning Committee* please email the chair, Jane at plchair.etfohp@gmail.com.

Chair: Jane Scanlan-Price, Foxboro



EQUITY AND SOCIAL JUSTICE COMMITTEE

The *Equity and Social Justice committee* is pleased to announce a workshop in collaboration with ETFO Provincial, 'Addressing Islamophobia: A Discussion for Educators.' A half day of release, refreshments and take-back resources will be provided. The workshop will be hosted at Federation house on February 22nd from 1:00 to 4:00. Please email Jade Holloway @ equitychair.etfohp@gmail.com to book your spot. Spaces are limited to the first 20 people. Our next meeting will take place on January 28th at 4:30 p.m. We would love to hear your ideas.

Chair: Jade Holloway, Queen Victoria



FIRST FIVE COMMITTEE

The *First Five Committee* is still interested in finding out what areas, new teachers continue to need some extra support. As you head into term 1 report card writing, I want to remind you that there is a list of preapproved comments already in Maplewood that you can use. Please contact me if you have questions or concerns. Our next meeting will be February 17th. I am still looking for members from the East, the Center and the South areas. If you would like to join us please email me. Come on out and get involved!

Chair: Sherry Simms, Breadner



POLITICAL ACTION COMMITTEE

On December 16 the *Political Action Committee* met with local MPP, Todd Smith. The focus of the meeting was special education funding gaps; student needs in a system of integration; and fewer EAs to support students. Todd Smith listened to the speakers, and seemed equally concerned about the issues addressed. We are hoping that the Conservative education critic can apply pressure to the Liberal government to address funding of special education. Lou Rinaldi has not responded to our request for a meeting.

Chair: Ian McKendry, Tweed



SOCIAL AND WELLNESS COMMITTEE

The *Social and Wellness Committee* is hosting an upcoming event "Social and Show" on Saturday, February 6, 2016, beginning at 6pm at the Core Centre on Pinnacle Street. Join us for an hour of socializing and appetizers catered by Amore Foods. The second part of the evening will take place at the *Pinnacle Playhouse* (across the road) for the play "Later Life." Tickets are \$10.00, with a limited number available. If interested, please rsvp to social.etfohp@gmail.com and then give the money to your school Steward. They will pick up the tickets at the January 29th Steward's Council.

A reminder that Saturday, April 23, 2016 is our 3rd annual *Wellness Day*, to be held at the *Belleville Wellness Centre*. This year the event is co-sponsored by ETFO, HAPE-OTL and OSSTF! More information will come closer to the date, but be sure to mark your calendar! As always, we welcome your input and participation!

Chair: Derek Watt, Breadner.



HEALTH AND SAFETY COMMITTEE

Worker members of the Joint Health and Safety Committee visit each work site twice a year in order to inspect your workplace to ensure that they are safe. When they visit your school or office, please let them know if you have any concerns. The first round of these visits have almost wrapped up. There are a few concerns that showed up at multiple sites. The first concerns electrical safety, the practice of plugging extension cords together or into power bars isn't permitted and could cause an overload of electrical circuits or even a fire. The second is placing combustible materials on classroom doors. Doors serve as a fire break and therefore placing combustible materials on doors is not permitted.

I would also like to take this opportunity to point out the importance of seeking medical attention in the event of a workplace injury, especially a head injury. There have been a few cases across the province, where a teacher has fallen or been injured at work and not sought medical attention right away. This makes the WSIB process difficult and often results in claims being denied.

Chair: Jason Sargent, Maynooth

Please Consider Joining One of Our Committees!



Ontario Teachers Insurance Plan

<http://www.otip.com>

1.800.267.6847

OTIP Spotlight: What's new with the Early Intervention Program

One of the unique programs that OTIP offers to our insured members is the Early Intervention (EI) Program.


The purpose of the program is to enable our members to return to work as soon as it is practical to do so. EI services are delivered in the early stages of a medically-related absence during the waiting period for long term disability (LTD) benefits. EI services can be accessed once OTIP receives a Notice of Prolonged Absence (NPA) from the local unit office or employer, indicating that the member has been absent for 15 - 20 consecutive days. Through discussion with the member, an Early Intervention Rehabilitation Consultant (EIRC) will determine the assistance and services that best meet the member's needs.

Here is an update on how the EI Program has performed this year:

- A record number of Notice of Prolonged Absence (NPA) forms was received—4,255 forms (64 per cent increase from the previous year).
- Our staff contacted 3,759 members this past school year (83 per cent increase from the previous year.) By reaching out and informing members of the services provided through our EI Program, our members have peace of mind knowing that OTIP is there if their situation changes or if they need assistance.
- Approximately 1,300 members received funding assistance and had one-on-one discussions related to treatment resources.
- The top three areas of funding assistance were in the following categories:
 - a. Counselling (50%)
 - b. Physiotherapy (14%)
 - c. Massage Therapy (13%)

We have seen tremendous growth in the EI Program this year and we are proud of both our EIRCs' work and results. Here is what our members are telling us about the program:

- "I was not aware that this type of support existed and I'm very impressed. I wanted to thank my EIRC personally for being supportive, caring and professional. The counsellor she arranged for me was a great match for me."
- "The treatment I received was imperative in my recovery and coping with my cancer diagnosis. I would not have been able to afford paying for the services out of pocket and I don't know what I would have done without your help."

With this kind of feedback, we know that we are making a difference in our members' ability to return to work. And that is what gets us out of bed every morning. 

Questions about our EI program?

Visit the FAQs section on our website:

www.otip.com/ltd-early-intervention-faq

Why do you need a Life Plan?



are expected to die from cancer.



are not expected to live past the age of 65

AND
YET...



households would face financial struggle if the primary earner were to pass away

Visit otip.com/protection to learn how you can quickly and easily set up LifePlan insurance.

Donations happily received by local women's shelters

In December, local Executive members delivered new items for women and children for over the Christmas season from the ETFO-HP *Status of Women Committee* to local Women's shelters.

Dianne Sedore-McCoy with staff at Red Cedars Shelter on Tyendinaga Territory,



Pierre Martin with the staff at Tamarack Resource Centre in Bancroft



Dianne Sedore-McCoy at Three Oaks, Belleville.



Contact us today at
1.800.263.9541
or visit our website
educatorsfinancialgroup.ca/GICBonus
for more details.

A lesson in predictable investing

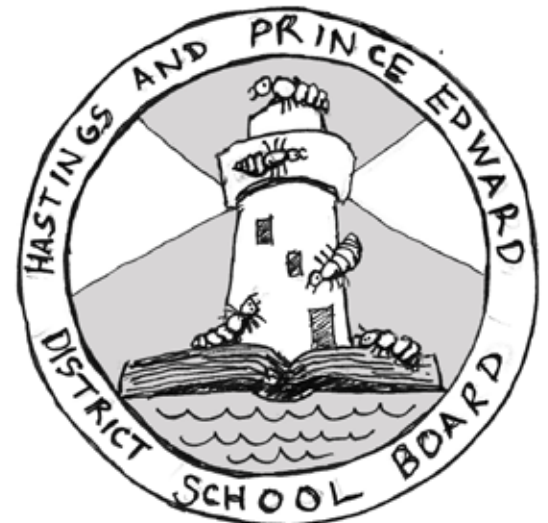
When it comes to investing, wouldn't it be nice to have a crystal ball to predict future results?

Well, with **Guaranteed Investment Certificates (GICs)**, you CAN predict the future—no crystal ball required!

Available in a variety of terms, GICs offer a guaranteed interest rate on the funds you put in. In as little as 12 months, you'll earn predictable growth on your investments, which you can then put towards those short or long term goals.


GICs are generally a great investment choice because:

- They're a guaranteed investment that can be held in a variety of accounts such as RRSPs, TFSAs and RRIIFs
- They're straightforward and predictable—you know exactly what to expect
- They're a great way to save for future goals (i.e. taking a 4 or 5, going on vacation or contributing to your pension)



"A GREAT PLACE TO ITCH."

Creating Caring Classrooms:



The Bully-Go-Round
Literacy and Arts Strategies for Processing Bullying Incidents in K-8 Classrooms
Larry Swartz

An Arts and Literacy Approach to Address Bullying

DATES AND TIMES:	Thursday, February 11, 2016 1:00 – 4:00 PM
LOCATION:	Federation House 114 Victoria Ave., Belleville
FACILITATOR:	DR. LARRY SWARTZ
INCLUDES:	Refreshments Copy of "The Bully-Go-Round"
APPLICATION PROCESS:	This workshop is open to 20 participants, on a first come first serve basis. Release will be provided by ETFO Hastings Prince Edward. Please email Jane Scanlan Price at plchair.etfohp@gmail.com by January 25. Supply information will be forwarded when registration is confirmed.

This interactive workshop will invite K-8 teachers to explore and integrate the Arts into literacy approaches to address bullying issues. Participants will be offered drama and arts strategies that help students to respond reflect and consider healthy relationships while recognizing that everyone is capable of showing positive actions.

FOR WORKSHOP INFORMATION

CONTACT: JANE SCANLAN PRICE
PHONE: 613 962 5151 (SCHOOL)
E-MAIL: PLCHAIR.ETFOHP@GMAIL.COM

Jim Giles
ETFO Provincial Office
136 Isabella Street
Toronto, ON M4Y 1P6
PHONE: 888-838-3836 OR 416-962-3836 EXT.2276
E-MAIL: jgiles@etfo.org

Elementary Teachers' Federation of Ontario
Fédération des enseignantes et des enseignants de l'élémentaire de l'Ontario
136 Isabella Street, Toronto, ON M4Y 1P6
Telephone: 416-962-3836 / 1-888-838-3836 • Fax: 416-642-2424 • Website: www.etfo.ca

ETFO donates \$80,000 to Syrian relief effort with further \$32,800 donated by locals

March 6, 2015 December 1, 2015

Provincial News Room


The Elementary Teachers' Federation of Ontario (ETFO) has donated \$80,000 for Syrian relief efforts, with locals across the province donating an additional \$32,800.

"Syrian children and families have had their lives devastated by war with many now living in refugee camps for far too long or embarking on precarious journeys through Europe," said ETFO President Sam Hammond. "It is incumbent on all of us to act in order to help these refugees find a future for themselves in Canada and other countries."

ETFO donated an initial \$55,000 to the Canadian Council of Refugees, Oxfam Canada, and the Canadian Red Cross. It also pledged to match ETFO local donations up to an additional \$25,000, which was realized with local donations reaching \$32,800. ETFO's combined provincial and local donations currently total \$112,800.

The funds will support international relief efforts and the settlement projects in place to welcome Syrian refugees to Canada.

"The giving doesn't stop with this amount. We are encouraging all ETFO members and others to continue making individual donations and lending support to settlement programs in their communities," added Hammond.



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Visit www.otip.com/ETFO_RTIP today to learn more or apply online!

Exclusions, limitations and conditions may apply, visit otip.com/ETFO_RTIP for more information.



ETFO Provincial Standing Committees Vacancies for the 2016-2018 Term

<http://www.etfo.ca/AboutETFO/StandingCommittees/Pages/default.aspx>

1. It is important that these committees represent the authentic voice of that constituency. For this reason, members applying for any of the following standing committees are required to self-identify: Aboriginal Education, Anti-Racist Education, Disability Issues, Lesbian, Gay, Bisexual, Transgender and Queer or Questioning Members and Status of Women.
2. Applicants for the New Members Committee should have less than five years' teaching/education work experience.
3. Applicants for the Occasional Teacher Committee should be occasional teachers.
4. Applicants for the Occupational Health and Safety Committee should have certification from the Workers' Health and Safety Centre.
5. Applicants for the Teacher Education/Faculty Liaison Committee should have knowledge/experience of Bachelor of Education programming in Ontario and live/work near a faculty of education.
6. Applicants for the Men's Focus Committee must be male.
7. The International Assistance Committee requires members with English/French status. Applicants are encouraged to identify their bilingual English/French status. A minimum of two (2) members of the International Assistance Committee must be bilingual. Previous paid or voluntary experience in international development is preferred.
8. Applicants please note that the Early Years Committee includes JK to grade three.
9. Applicants applying to serve on a committee are expected to attend all committee meetings (two face-to-face meetings and one teleconference call).

Here's your chance to become involved at the committee level of the Federation and provide your perspective and expertise in the development of provincial policies, positions, programs and initiatives.

For more information contact Kathy Pigeon, Administrative Officer, Professional Learning/ Curriculum Services at kpigeon@etfo.org.

Application Deadline is March 1, 2016.

ETFO Status of Women Community Recognition Dinner

On Thursday January 14th the *Community Recognition Dinner* was held at Federation House. There were 30 people who attended the dinner both members of ETFO as well as invited members of the community.

This year the Status of Women Committee recognized Betty Carr-Braint of Tyendinaga Mohawk Territory for her work on women's issues.



Betty Carr-Braint



Betty Carr-Braint receiving her award from nominator Dianne Sedore-McCoy (ETFO-HP 2nd Vice President)



(LEFT) Jade Holloway, (Equity and Social Justice Chair)
(MIDDLE) Angela Silver (Status of Women Chair),
(RIGHT) Oksana Stock (SW Occasional Teachers Chair)



**GET READY TO
SHOW OFF YOUR MOVES!**

WellnessDay

Swimming, Skating, and Open Gym

For all members & their families



SKATING: 2:00 – 3:00 p.m.

GYM: 2:00 – 5:00 p.m.

POOL: 3:00 – 5:00 p.m.

You can participate in one activity or All three!

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

Saturday April 23rd, 2016

FREE Passes will be available upon request in April from your School Reps.



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

GIC:
3 LETTERS THAT
SPELL WINTER
BONUS

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Congratulations To:

- **Danielle Saunders** (Queen Elizabeth, Belleville) for winning the draw for a tablet for our Facebook/Twitter contest.
- **Amira Loney** (Athol-South Marysburgh) and her husband Steve, who had a baby boy, Anson, born December 13.

Our Sincere Condolences To:

- **Sarah Mackay** (Queen Elizabeth, Belleville) on the loss of her mother.
- **Jessica Macauley** (Queen Victoria School) on the loss of her mother-in-law.
- **Kim Donald** (Breadner) on the loss of her father.
- **Donna Cox** (Harmony) on the loss of her father.



Tuesday, March 8th

International Women's Day 2016

Theme: **Make It Happen**

Time: 4:30 pm - 7:00 pm

Location: The John M. Parrott Gallery, Belleville Public Library,
254 Pinnacle Street, Belleville, Ontario

A voice against abuse. Samra Zafar is a recognized and respected speaker against abuse in relationships.

Featuring:

Ms. Samra Zafar HBSc. M.Ed.
Samra is a multiple award winning graduate of U of T, public speaker, upcoming author, and the founder of Brave Beginnings, an organization dedicated to helping women find personalized mentorship, friendship and support to rebuild their lives after oppression and abuse.



"Change is never achieved through silence."

March begins at 4:30!

~Refreshments~

For More Information Please Call: Elise Hineman at 613-967-6300 x204



This is a FREE event.
All are welcome!



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
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