

It's Elementary

JUNE 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.*



Happy trails for
whatever direction
Summer Break
takes you!



Affiliated with the
Elementary Teachers' Federation of Ontario



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ANNUAL ETFO HASTINGS-PRINCE EDWARD

Celebration DINNER

AT THE BELLEVILLE BANQUET CENTRE
ALHAMBRA SQUARE, BELLEVILLE

June 21st, 2018

Social 6:00 P.M.
Dinner 6:30 P.M.

*Followed by Presentations,
Recognition of New Members,
25 year Members, and Retirees*

Tickets: \$20

*Retiring Members attend
as guests of the Local*



We hope to see you there!

RSVP
to your
School Steward
by June 11th

PRESIDENT'S MESSAGE:



Workplace Violence

ETFO began a campaign this year to educate members, school boards, and the public about the prevalence and severity of violence in our schools. A survey completed by tens of thousands of ETFO members resulted in some alarming provincial and local data which has been shared with you in the last two newsletters. On May 14th,

I presented the data to Senior Administration and Board Trustees at the Programming and Planning Committee. Some of the data included: 66% of local members reported that violence has increased since they began teaching, 70% feel that the issue is not taken seriously by school administration, 90% say violence is a growing problem, and many of the Local results were worse than the provincial results by 10-15%. The same survey indicated that over a quarter of our members have taken time off to deal with the physical and/or psychological implications of violence. I also shared LTD statistics with the Trustees, which show a marked increase in stress-related LTD over the last 4 years particularly in the case of Kindergarten teachers. In attendance on May 14th, was CUPE President Laura Walton whose members bear the brunt of a lot of violence. The number of violent incidents reported by teachers has almost doubled this year. Based on the calls to the Local Office, we still believe that violent incidents are substantially under-reported. CUPE is of the same opinion. At the conclusion of the presentation, I invited all trustees to meet with the Local Executive to talk about the issue and possible solutions in greater detail. To date, none of the trustees have contacted the Local Office. Trustees are up for re-election this fall.

LTD

Under the new terms of the LTD policy, if you have reached your 85 factor and have 30 or more years of credited service, you are no longer eligible for LTD. Please contact Bonnie Beth in Payroll and Benefits (x2268) to enquire about discontinuing premiums.

Humanity Fund

ETFO's Humanity Fund assists national and international education projects of direct benefit to teachers and students. This year, your \$20 deduction on the first pay of the school year has helped to fund projects in places such as the Caribbean, Central America, and Africa, often with the participation of some of our members who volunteer with charitable organizations such as *SchoolBox*, *Pencils for Kids*, *CanAssist*, *Canadian Samaritans for Africa*, and the *Christie Refugee Welcome Centre* in Toronto to name a few. The \$20 is tax deductible, but if you do not wish to contribute, you should complete the form on page B108 of the Collective Agreement and submit it to HR prior to the processing of the first pay of the new school year.

Pay Periods

The last pay of this school year will be Aug. 3rd. The first pay of 2018-19 (with a 1.0% grid increase) will be on Aug. 17th. A further 1.0% increase will be applied on Feb. 1, 2019. Please check Empath over the summer to ensure that you are being paid at the correct grid rate.

Dave Henderson
ETFO-HP President

ETFO-HP STATUS OF WOMEN

Silent Auction

June 21st, 2018

(during the Annual Celebration Dinner)

Each school: Choose a Theme & Fill a basket,
(Bring your Themed basket to the Celebration Dinner on June 21st)

SOME THEME IDEAS:

Spa • Crafts • Books
BBQ • Ford Nation Survival Kit
Movies • Beach • Munchies



All proceeds will be donated to:
"Red Cedars Shelter - Mohawks of the Bay of Quinte!"





STATUS OF WOMEN COMMITTEE

This year the *Status of Women Committee* supported “Take Back the Night”, was a member of *The Quinte International Women’s Day Committee*, and held the *Finding a Balance Retreat* in April. The committee has sent medallions to schools for the *Madeleine Cassidy Grade 8 Girls’ Graduation Award* to be given out at each school’s June graduation. As a final project, the committee will be holding a Silent Auction at the June Celebration Dinner to support *Red Cedars Shelter – Mohawks of the Bay of Quinte*. Donations to this silent auction from each school would be appreciated.

Chair: Angela Silver, Trent River



PROFESSIONAL LEARNING COMMITTEE

This year, the *Professional Learning Committee* held a *Mindfulness in the Classroom Workshop* in October, a *Festive Art Workshop* in December, a 2-part *Inspire and Inquire Workshop* in February, the *Just For Today I Am Creative Workshop* in April, and an *Outdoor Workshop* session in May. The committee also supported four *Choose Your Own Adventure* projects from local members and held a promotional campaign for *World Down Syndrome Day* in March. Next year, the committee is committed to continuing to offer a variety of workshops in a variety of curriculum areas throughout the year and will continue to support self-directed professional learning through the *Choose Your Own Adventure* Program.

Chair: Jane Scanlan-Price, Foxboro



EQUITY AND SOCIAL JUSTICE COMMITTEE

This year the *Equity and Social Justice Committee* held a *Positive Space Social* at the *Brake Room* in April and is participating in the *Belleville Pride Parade* on June 9th. As Chair of the committee, I attended provincial meetings in Burlington and Toronto on Equity and Social Justice issues. The committee is looking forward to the fall of 2018 to plan a poverty-based workshop that focuses on local issues and ways to support staff and students.

Chair: Ian McKendry, Tweed



NEW MEMBERS COMMITTEE

This year was a very busy year for the *New Member Committee* with 45 new members being hired! The committee sent out Welcome and Information packages to new members, sent out “stress kits” to new teachers in October, held a *Welcome Programme* for New Members at *Federation House* in October, sent out “have a break” chocolate bars to new teachers in February, and held a *New Member Social* at the *Beaufort Pub* in May. The committee will be subsidizing the cost for new members to attend our local Celebration Dinner at which time, new members will receive their wooden apples. All new members are encouraged to attend the Celebration Meeting. We hope to see you there!

Chair: Sherry Simms, Trent River



POLITICAL ACTION COMMITTEE

The *PAC committee* would like to thank all members whom attended the *Building Better Schools* in-school meeting. The PAC committee met May 16th and held the draw for all members that attended the meeting. The winner of the \$100 gift card to Chapters is Laura Bass from *Sir John A Macdonald*. Now that the result of the election is known, we welcome any member interested in Political Action to join our committee in September.

Chair: Danielle Saunders, Queen Elizabeth, Belleville



SOCIAL AND WELLNESS COMMITTEE

The *Social Committee* was very active again this year. The committee subsidized *World Teacher Day Celebrations* in each school, held two *Social and Show* events in December and April, supported a family event at a Belleville Senators game, held the 5th annual *Wellness Day* in April, organized a bus trip to Ottawa for the *Tulip Festival* and shopping, and is subsidizing retirement celebrations. The committee is looking forward to an equally busy year next year!

Chair: Derek Watt, Trent River



HEALTH AND SAFETY COMMITTEE

The hot weather of summer is now upon us. Although there is not a maximum working temperature for our classrooms, precautions can still be taken to prevent heat-related illnesses. If you are in a location with a history of heat issues we encourage you to speak to your supervisor ahead of time to come up with an action plan (move to a cooler location in the school) should the temperature rise become unbearable. Your *Health & Safety Committee* would like to remind you to drink lots of water and stay hydrated. If you are feeling any symptoms of a heat-related illness, you are encouraged to let your principal know immediately, and to seek medical attention.

Chair: Jason Sargent, 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.

WellnessDay

Swimming, Skating, and Open Gym



This year's Wellness Day, organized by the Social and Wellness Committee, was enjoyed by more than 120 people who participated in gym activities, skating, and swimming. We hope to see you out again next year!



Learning on the Land



On May 16th, the *Professional Learning Committee* hosted **“Learning on the Land: Using your school yard to share learning experiences with junior and intermediate students”** at Foxboro Public School.

Thank you to Teresa Hadley for facilitating this workshop. It was an awesome day!



OTIP Support Staff Worker Award

SPREAD THE WORD!



OTIP is proud to announce the launch of the OTIP Support Staff Worker Award, a new award which seeks to recognize and acknowledge the integral part support staff workers play in ensuring that all students succeed and for their contribution to our school communities.

Support staff work in many important roles that help ensure safe, clean and welcoming environments for learning. Here are a few examples:

- Early childhood educators
- Office and clerical
- Technicians
- Custodians and trades
- Instructors
- Educational assistants
- Specialized educators
- Social workers

Please help us spread the word about this new award. This is a great opportunity to recognize an outstanding support staff worker who is making a difference in schools across the province. The winner will be hosted at a fall awards ceremony in Toronto and presented with a personal award of \$1,000 and Certificate of Recognition.

All nominations are due by June 30, 2018.

For more information, visit the OTIP Support Staff Worker Award web page: <https://www.otip.com/supportstaffaward>



#HUMBOLDTSTRONG

On April 12, 2018 the ETFO-HPE executive, like many members and students throughout the board, wore jerseys in support of the victims of the Humboldt Broncos bus crash.

Thinking of Taking Up To 5 days Unpaid Leave in 2018-19? Equalized Deductions Are Possible

Apply by the Deadline of June 30, 2018

New Collective Agreement Language: 30.03 Absence without Pay – items not deductible from Sick Leave Credits (Code 3)

Article 30.03 leaves are board approved short term leaves of absence and are processed by the Board for pension purposes. Salary loss for 30.03 leaves will be in accordance with 9.02 for each day of Code 3 absence. Benefits will continue to be paid at the same rate by the Board during Code 3 absences. 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. Up to a maximum of five (5) days per year shall be granted...

- Up to 5 unpaid days for personal reasons are available (similar to VLAP)
- Cannot be attached to Christmas or March Break
- May be attached to other holidays (e.g., Easter, Family Day, Victoria Day)
- Leaves will not be unreasonably denied. The Board may feel it is unreasonable to grant a leave during the first week of school, during reporting periods, during EQAO, on PA days (if avoidable) or because of supply teacher availability.
- You must make your request known through the link on our etfohp webpage
<http://www.etfohp.on.ca/thinking-of-taking-up-to-5-days-unpaid-leave-in-2018-19/>
- You must complete the online form by end of day June 30, 2018.
- You need to state the number of days. The actual dates may be determined later. Once you submit the form, you should receive a confirmation email by the end of July which outlines how to book your days off during the 2018/2019 school year. Deductions will begin August 17, 2018. If you do not receive your confirmation email and/or see a reduction in your pay, please contact Marie Fleury in the Human Resources department immediately.
- Once approval is granted, the leave cannot be rescinded. You are committed to taking the number of days requested and granted. The Board will not reverse equalized deductions once begun.
- Give the Board at least 30 days notice of the actual dates. Dates may be changed but not the number of days.
- After June 30th, unpaid leaves will still be granted, but the pay deduction will occur in the pay period(s) of the approved days.

Just for Today
I AM
Creative
WORKSHOP



The Professional Learning Committee hosted *Just for Today I AM Creative* in May. Thank you to Margie Pheiffer for running this workshop.





Congratulations To:

- **Alessandra Meyers** (Madoc P.S.) who had a baby boy **Roman Vincent Myers** on April 17th, weighing 7 lbs, 14 oz.
- **Denise Enright** (Prince of Wales P.S.) and her husband **John Enright** who had a baby girl, **Ruthie Lou Enright** on May 3rd, weighing 6 lbs, 5 oz.
- **Kristie and Travis Lawrence** (Foxboro) had a baby girl **Alexandra** on May 20th, weighing 8.7 lbs.

Our Sincere Condolences To:

- **Kate Donaldson** (Massassaga-Rednersville) on the death of her mother.



On May 30th, a Northern Social was held at *A Place for the Arts*. Nate Smelle, NDP candidate for the Hastings-Lennox and Addington riding spoke to members about the NDP's platform on education. A silent auction was held with proceeds going to Katie's Run. Thank you to Lynn van der Woude for organizing this event.

Are You and Your Recreational Vehicle Protected?



For many Canadians, recreational vehicles are a ton of fun. They're how we let loose or "go for a rip," as some like to say. Whether it be tubing at the cottage in the summer, taking an RV up to a campsite in the fall or snowmobiling through winter trails, recreational vehicles are a big part of Canadian life – all year round.

These vehicles, however, aren't covered under typical car insurance policies, which means they need their own policies when it comes to protecting your vehicle, yourself and your passengers.

To learn more, visit

www.otipinsurance.com/article21

ETFO Hastings-Prince Edward Teacher Local

www.etfohp.on.ca

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Visit our Website for the most
Up-to-Date Calendar of Events
<http://www.etfohp.on.ca/resources/calendar/>

