

It's Elementary

MARCH 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.



Turn to page 7 to see more
Down Syndrome Awareness support

Wellness Day 2016

April 23rd at the Quinte
Wellness Centre. Ask your
school Steward for
a **FREE** ticket for you
& your family to attend.



Facebook: Etf0 Hastings Prince Edward
Twitter: HP ETFO @ ETFOHPE

GET READY TO PUT YOUR BEST SUIT ON!

WellnessDay

Swimming, Skating, and Open Gym

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

For all members
& their families

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



PRESIDENT'S MESSAGE:

Collective Agreement Ratified



Now that the 2014-2017 Collective Agreement has been ratified by both parties, both the Central and Local terms are now in effect. Central items such as the **lump-sum payment and retroactive movement on the grid must be completed within 90 days of ratification.** We are currently working with Human Resources on timelines, and the creation of a new document which will incorporate all

current language, negotiated items from 2012-13, new language from this round, and the Central items.

Highlights of the new Local Agreement include:

- A substantial revision of the staffing process language
- Improved provisions for the ETFO Health and Safety Officer
- Improved language for Mid-Year Transfers
- Improved language for Part-Time Increases
- Clarification of the Teacher Exchange process
- Improved language for unpaid leave (i.e. equalized deductions for pre-approved days similar to VLAP)
- Protection for ETFO members in the event of Interpanel Placements
- Commitment to investigate aligning Interpanel language with OSSTF
- Improved language for School Budget Committees
- Improved language concerning OT coverage for teacher absences
- Revisions to School Staffing Committee language to clarify roles and responsibilities
- Alignment of Coordinators and SETS terms with OSSTF (5 years)
- Improved language in the event there is a Recall List
- Commitment to review supervision guidelines for all schools
- Commitment to develop TIC training resources

An update on the new Collective Agreement will be provided to stewards at the **Stewards' Council meeting on April 28th**. Stewards will then be asked to hold meetings in schools throughout the remaining weeks of school as part of helping to educate members about the contract changes. The Released Officers will attend as many of these school-based meetings as possible.

Information on the movement to the **new benefit package** will be available after a Presidents' and Chief Negotiators' meeting on April 14th.

All members are invited to attend the **Annual Meeting at The Banquet Centre on Thursday, April 28th** at 5:00 p.m. Plans are underway for northern members to join the meeting electronically similar to the last few years. This is an **election year** for the President, Vice-Presidents, and Treasurer. Nominations are due by April 15th. Members will also be asked to approve constitutional changes and a draft budget for 2016-17.

The **spring staffing process** is about to get underway. The pilot process put in place two years ago is now permanent and will be reflected in the new Collective Agreement. The old "pink sheet and interview process" has been replaced with joint decision making between the Board and the Union regarding the placement of all teachers into vacancies. If you are looking for a move, or if you find that you are surplus to your school, please speak to your steward or call the Local Office at any time during the process.

Dave Henderson
ETFO-HP President



ETFO-HP members support the local CUPE 1022 members on March 29th

COMMITTEE CORNER

STATUS OF WOMEN COMMITTEE



The ETFO-HPE Status of Women Committee's Annual *Finding a Balance Retreat* is on April 9th and 10th. There is still time to register for this event, go to: <http://www.etfohp.on.ca/committees/status-of-women/> If you have any questions about the retreat, please contact Angela Silver at statuschair.etfohp@gmail.com

The Status of Women Committee will again be having a Silent Auction at the June Celebration Dinner. It is never too early to discuss a theme for a basket from your staff. All proceeds from the silent auction will go to support a women's shelter in our community.

Chair: Angela Silver, College St.

PROFESSIONAL DEVELOPMENT COMMITTEE



On April 26 we will be hosting the *Rick Hanson Foundation* workshop supporting disability awareness in education. This free workshop will begin at 4:30 at Foxboro Public School, refreshments and free resources will be available. Space is limited so please send your RSVP to Jane at plchair.etfohp@gmail.com. Also there are a few applications remaining for our local Choose Your Own PD Adventure. This can fund your own learning up to \$250. Go to our local website for more information. Continue to watch your non-board email for more workshops and professional learning support.

Chair: Jane Scanlan-Price, Foxboro

EQUITY AND SOCIAL JUSTICE COMMITTEE



Save the date! Saturday July 23rd is Pride Day! Join ETFO Colleagues as we celebrate Pride! Save the date in your agenda and more info is to follow.

Chair: Jade Holloway, Queen Victoria

FIRST FIVE COMMITTEE



There is a new resource from Provincial ETFO for Beginning Teachers called "The Heart and Art of Teaching and Learning". For more information turn to page 8, or visit this link: http://heartandart.ca/?page_id=45 The next meeting date as April 20th.

Chair: Sherry Simms, Breadner

POLITICAL ACTION COMMITTEE



The Political Action Committee is planning to meet with Liberal MPP Lou Rinaldi this spring, date to be confirmed at a later date. Eleven members of our ETFO teacher local participated in a rally at the board office in support of our CUPE colleagues on Tuesday, March 29th.

Chair: Ian McKendry, Tweed

SOCIAL AND WELLNESS COMMITTEE



Our 3rd annual *Wellness Day* is set for the afternoon of Saturday, April 23, 2016, at the *Belleville Wellness Centre*. This year the event is co-sponsored by ETFO, HAPE-OTL and OSSTF. Please see your Steward for a ticket to this amazing family event!

Chair: Derek Watt, Breadner.

HEALTH AND SAFETY COMMITTEE



April 28th marks the *National Day of Mourning* for workers that have been killed, injured or suffered illness in the workplace. Please take a moment on April 28th to remember these workers. As teachers, we often think of our jobs as safe, however the number of teachers both locally and nationally that are being injured as a result of violent incidents or suffering illnesses related to the workplace are increasing. The Local Health and Safety Committee will be providing posters to schools and resources on the Local's Facebook page to honour this day.

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.

OSSTF D29 PRESENTS THE 2016
KEVIN MANION MEMORIAL LECTURE



CHRIS TURNER

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



CANADA'S AUTHORITATIVE
VOICE ON SUSTAINABILITY

MAY 5th, 2016

ALUMNI HALL, LOYALIST COLLEGE

7:00 – 8:00 P.M.

\$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



www.otip.com/winETFO

Give me
5!



Enter the **Give me 5** contest today for
your chance to **WIN \$5,000 in CASH** and
one of five **\$50 VISA** gift cards!

OTIP recognizes your commitment to the education community and we would like to express our appreciation by giving you the chance to **WIN \$5,000 in CASH!** In addition, you also have the chance to win one of five **\$50 VISA** gift cards.

Visit otip.com/winETFO to enter today!

Enter at www.otip.com/winETFO or call 1-800-367-6847. No purchase necessary. Open to active and retired education employees residing in the Province of Ontario, 16 years of age or older. A minimum of 1 renewal date or a retirement date required to qualify. Contestants enter once, maximum 4 ballots. Odds of winning depend on total entries received. Grand prize is \$5,000, with additional \$50 Visa gift cards awarded throughout contest period. Contest closes May 31, 2016. Skill-testing question must be answered correctly. Contestants agree to be contacted by an OTIP broker. Go to www.otip.com/Give-Me-5/rules for all contest rules.



SAVE THE DATE
Saturday July 23rd is Pride Day!

Join ETFO Colleagues as we celebrate Pride!

More information will follow.

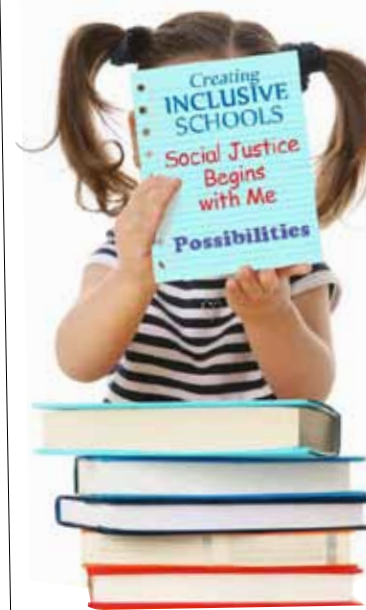


ETFO-HP EQUITY

**Children's Books
LENDING LIBRARY**

LIBRARY TOTE INCLUDES PICTURE BOOKS ON TOPICS SUCH AS:

Diverse Families, Residential Schooling, LGBTQ issues,
Race & Ethnic Diversity, Gender Issues, and Ability topics



Available to be borrowed
for up to 2 weeks.

(*from a Monday to a Monday)

Just let us know the dates you
would like to sign out the books!

Email the ETFO-HP Equity/Social Justice Chair
Jade Holloway at:

equitychair.etfohp@gmail.com

*the Library Tote will be sent out to you using
the Board Courier on the Tuesday prior



ETFO Equity teaching resources such as:
Social Justice Begins with Me, *Possibilities*, and
Creating Inclusive Schools will also be included.



**Finding
A
Balance
Retreat**
FOR WOMEN EDUCATORS

April 9th & 10th 2016

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



The ETFO-HPE Status of Women
Committee has planned a retreat at: **isaiah tubbs**
Especially
for YOU!

TO REGISTER CONTACT ANGELA SILVER AT:
statuschair.etfohp@gmail.com

PLEASE MAKE YOUR CHEQUE PAYABLE TO: HPEETL
MAIL TO: ETFO-HP STATUS OF WOMEN COMMITTEE, FEDERATION HOUSE, 114 VICTORIA AVE., BELLEVILLE, ON, K8N 2A8

Provincial News Room

**ETFO supporting teachers with multiple
resources to promote anti-racism**



March 18, 2016

From the "Black Lives Matter" movement to Truth and Reconciliation, the Elementary Teachers' Federation of Ontario (ETFO) is providing teachers and Designated Early Childhood Educators (DECES) with multiple resources to ensure that curricula are inclusive and address anti-racism issues.

"We are responding to the need to do much more than just recognize the International Day for Elimination of Racial Discrimination on March 21st," said ETFO President Sam Hammond. "Whether it's the experience of African-Canadian, Black or First Nations, Métis and Inuit (FNMI) peoples or newcomers from Syria and other lands, we are striving to link today's issues with the history of individual, systemic and institutional racism in age-appropriate ways for our students."

In a current article in ETFO's member publication *Voice*, ETFO teacher and author Natasha Henry describes how she is working with teachers to incorporate African Canadian history throughout the year and across curriculum areas including science, history, geography and social studies. In 2015, ETFO launched groundbreaking workshops on *Re-Thinking White Privilege*, and is bringing racialized members together this April for a conference focused on challenging oppression.

ETFO is also working to link the residential school revelations and recommendations of the Truth and Reconciliation Commission with culturally relevant and authentic content on FNMI history, culture and issues for classrooms. The impact of the residential schools is the subject of another article in *Voice*, written by ETFO's full-time FNMI staff member hired to carry out such work.

For the complete article visit:

<http://www.etfo.ca/MediaRoom/MediaReleases/Pages/ETFO%20supporting%20teachers%20with%20multiple%20resources%20to%20promote%20anti-racism.aspx>

**-COME TO-
Brazil**

Jobs for teachers of early childhood or elementary school at the Maple Bear Canadian School in Joao Pessoa.

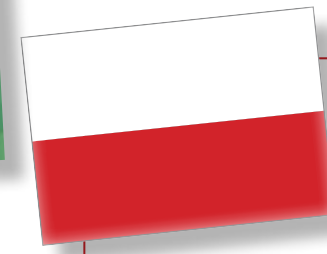
Benefits include rent and health care.

More information:
lucia.wolmer@maplebear.com.br

This progressive school is one of the International Student Program's partners, located in the beautiful city of Joao Passoa on the Atlantic Ocean.

Instruction is all in English using Canadian curriculum and methods.

For more information contact Lucia at the email in the ad or Ron Harris, Academic Advisor for the District's ISP at rharris@hpedsb.on.ca



**CANADIAN INTERNATIONAL
Teaching in Warsaw Poland**

Two jobs STILL available!

If you are interested please contact Wanda Butcher at:
wanda.butcher@gmail.com

Creating a Life Plan has never been simpler.
Protecting your family with OTIP LifePlan Insurance is fast and easy.
[Click here](#) to get started on creating your Life Plan today.

OTIP LifePlan Insurance is a way to protect your family's future by providing your beneficiaries with a tax-free lump sum payment in the event of your death. LifePlan can help your loved ones avoid relying on their own savings or assets to maintain their current lifestyle and cover costs such as:

- Mortgage payments
- Outstanding debts and bills
- Child care and education fees (i.e. tuition)
- Replacing lost income and health benefits
- Funeral costs, estate and legal fees

Protecting your family with OTIP LifePlan Insurance is fast and easy. With OTIP's online tool, you can get a quick quote, select the amount of coverage that is right for you and purchase a policy in only a few minutes. You are not required to have a medical exam, and coverage is instant.

Visit otip.com/Life to learn more or get a quote for coverage.



Rights and Responsibilities

Collective Agreement References

Benefit Entitlements

Returning from and/or Extending a Leave

SEB plans, EI issues, paying your pension

**APRIL 14, 2016 AT 5:00 PM
PREGNANCY-PARENTAL ADOPTION
LEAVE INFORMATION SESSION**

Light supper provided.

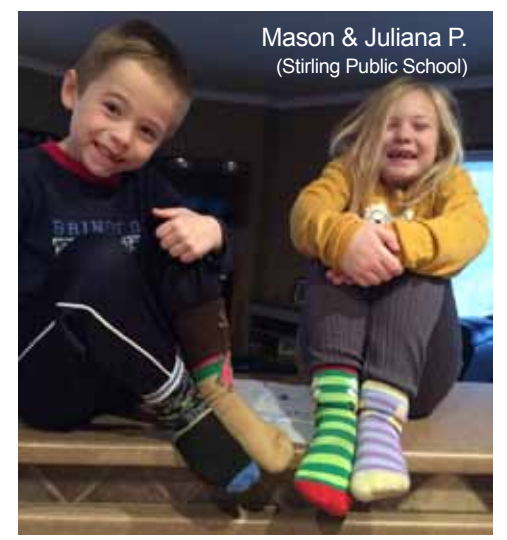
An information session for parents-to-be and their partners regarding Pregnancy and Parental/Adoption leaves will be held on April 14th. R.S.V.P. to:
dsedore-mccoy@etfohp.on.ca by April 8th, 2016.



Mileage may be claimed, that is above and beyond your normal day's driving, in order to attend.

FEDERATION HOUSE
114 Victoria Ave
Belleville
www.etfohp.on.ca
April 14, 2016
5:00 pm

World Down Syndrome Day
Many people participated in this year's **Lots of Socks** activity recognizing World Down Syndrome Day on March 21.



Check out the ETFO blog for beginning teachers.



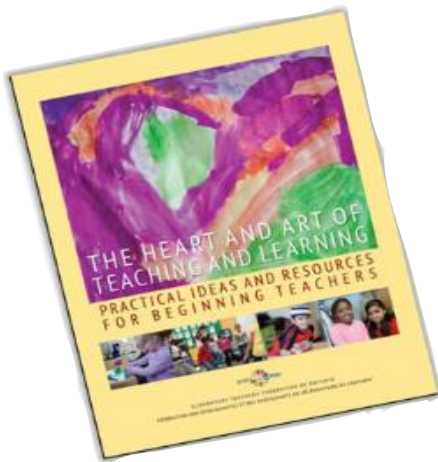
THE HEART AND ART OF TEACHING AND LEARNING

http://heartandart.ca/?page_id=45

A New ETFO Resource for Beginning Teachers

Full of practical tips on:

- ♥ setting up your own classroom,
- ♥ classroom management,
- ♥ building inclusion,
- ♥ working with parents,
- ♥ occasional teaching, and
- ♥ meeting diverse learning needs.



The International Day of Pink April 13th, 2016.

**It's Time to Talk About
Bullying - Homophobia - Transphobia**



**Resources for Educator's
to support diversity and inclusion**

<http://dayofpink.org/>



FEDERATION HOUSE
114 VICTORIA AVENUE
BELLEVILLE, ON K8N 2A8

ETFO Hastings-Prince Edward Teacher Local

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/>



Congratulations To:

- **Maria Harvey** (Foxboro) and **Tyler Harvey** (Madoc Township) on the birth of their daughter, *Mae Willemina Susan*, born February 25, 2016.
- **Stacey Wagner Lavender** (Sir John A. MacDonald) and her husband welcomed a baby girl, *Jocelyn Jennifer* on March 4th.

Our Sincere Condolences To:

- **Laura Bass** (Sir John A. MacDonald) on the loss of her mother during the March Break.
- **Steve Pysklywec** (Sir John A. Macdonald) on the death of his father-in-law.

Want Help Planning Your Retirement?

Retirement Planning ETFO WORKSHOP

Presented By:
Jennifer Mitchell, ETFO Staff Officer

MAY 10, 2016
5:00 – 8:00 p.m.
Belleville Banquet Centre

*The Ontario Teachers' Pension Plan • Your retirement gratuity
Survivor benefits • CPP at 60 or 65 • CPP offset
Buybacks of credited service • Working after retirement*

LIGHT SUPPER PROVIDED

Register for this Free Workshop by May 3rd by emailing: dsedore-mccoy@etfohp.on.ca
FOR MORE INFORMATION CONTACT DIANNE SEDORE-MCCOY: 613-968-3707 x228