

It's Elementary

MAY/JUNE 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.



ETFO-HP Equity Committee donated school supplies and hygiene items to Attawapiskat. Marlene Sutton is shown presenting the items.



See highlights from *Wellness Day* on page 5



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



ANNUAL ETFO HASTINGS-PRINCE EDWARD

Celebration DINNER

June 16, 2016

AT THE GREEK COMMUNITY HALL
HARDER DRIVE, BELLEVILLE



You are cordially invited to attend!

\$20 fee

(to be paid at the door)

R.S.V.P. BY JUNE 9, 2016

to Sarah MacKay at 613-968-3707 x228 OR treasurer.etfohp@gmail.com

We Look Forward To Seeing You There!

PRESIDENT'S MESSAGE:



The approaching end of the school year is a time to reflect back. At the beginning of this year, we were in a continuing job action with its picket lines, protests, and lists of sanctions. Now, we have a new Collective Agreement in place until Aug. 31, 2017. The job of finalizing the format of the new two-tier agreement continues, and we hope to have a new document ready for members by the summer. Pierre, Dianne, and I would like to

thank you for all the support you have given us over the last year as we moved from job action to local negotiations to ratification and follow up.

Collective Agreement “Meshing”

A meeting is scheduled for June 7th which is intended to finalize the new Collective Agreement. Provincial staff will be involved to ensure that the new agreement contains all of the centrally-negotiated items (including salary grids) and that superior provisions are retained. The new language calls for an electronic distribution of the Collective Agreement rather than printed copies for all members. When this is ready it will be posted on both the Board and the Local websites.

Voluntary Early Gratuity Payout

You should have received an email from the Board directing you to a portal regarding the centrally-negotiated early gratuity payout. Please see page 3 of this newsletter for information regarding eligibility, penalties, and other conditions. A decision is required by June 30 as to whether you wish to take the early reduced gratuity or not.

Benefits Plan

Pierre and I will be attending a provincial meeting of presidents and chief negotiators on June 21 to get an outline of the proposed provincial benefits plan which came out of central negotiations. Our current Board plan with Sun Life will remain in place until we transition into the new plan sometime before the fall of 2017. We do know that we are not in the first wave of Locals moving into the new plan this fall, but we do not know the precise date at this time. Decisions are made based on a number of factors including current carrier and size of local.

Staffing

Phase Two and Mobility will be completed by June 6. After the completion of the staffing process, any new vacancies which arise will be posted under Article 5.02 of the Collective Agreement and will be open to all teachers with contractual entitlement, including any teachers who accepted a move in Phase One, Two, or Mobility. I would like to thank our new JSC members, Jason Surgent and Jane Scanlan-Price, for their work on the expanded *Joint Staffing Committee* this year.

Provincial Annual Meeting

ETFO's Annual Meeting will take place in Toronto from August 15-19. In addition to myself, your Local representatives will be Pierre Martin, Sarah MacKay, Jason Surgent, Jane Scanlan-Price, Troy Thrower, and Colette Freeman.

Local Annual Meeting

Our Local Annual Meeting took place on April 28. The results of the elections will mean a change in the Local Office with Sarah MacKay joining the Released Executive Members as 2nd Vice-President. I would like to take this opportunity to thank Dianne Sedore-McCoy for her three years of service in the Local Office and to wish her and her family all the best. I would also like to welcome Sarah, and our new treasurer, Justine Bucknell, to their new roles. We all look forward to the privilege of working on your behalf over the next two years.

Celebration Dinner

Please join us at the *Greek Hall* on Thursday, June 16 and help us celebrate the end of the school year by recognizing our new teachers, 25-year teachers, and, most especially, our retiring members.

On behalf of the Local Executive, I would like to wish all members a smooth finish to the school year and a relaxing summer among family and friends.

Dave Henderson
ETFO-HP President

UPDATE RE BILL 115 AND THE CHARTER CHALLENGE DECISION



Since the release on April 20, 2016, of the Superior Court of Justice's decision regarding Bill 115, ETFO's Provincial Executive has been consulting with legal counsel about how to proceed on the issue of remedy. Preliminary discussions between the appellant unions (i.e., ETFO, OSSTF, CUPE, OPSEU, Unifor) have taken place, and those discussions are ongoing. Preliminary discussions with the government have also taken place.

A number of members have asked what the timeframe would be for the parties (i.e., the appellant unions and the government) to file an appeal of the Court's decision. The parties have agreed that the final step in the Court's decision needs to include a remedy. Until such time as there is an agreement amongst the parties or a decision by the Court on remedy, neither party can appeal the Court's decision. If there is no agreement between the unions and government about a remedy, then the issue of remedy would be referred to the judge who heard the Bill 115 challenge, Justice Lederer, for a determination.

More information will be provided to ETFO members as that information becomes available.

VOLUNTARY EARLY RETIREMENT GRATUITY PAYOUT

One of the features of the Central Agreements was an early vested retirement gratuity payout. There have been many questions about this early payout and these FAQs will address them.

The language in the Teacher/Occasional Teacher Central Agreement is as follows:

- a) A Teacher eligible for a Sick Leave Credit retirement gratuity as per Appendix A shall have the option of receiving a payout of his/her gratuity on August 31, 2016, or on the teacher's normal retirement date.
- b) The Teacher must declare his/her intention to receive the earlier gratuity payout by June 30, 2016.

Pursuant to b) above, the following will apply:

- c) The earlier payout shall be equivalent to the present discounted value of the payout as per Appendix A. The present value shall be based on a discount rate of 7.87% and on the average retirement age of fifty-eight (58) less the teacher's age as at June 30, 2016.
- d) If a teacher is 58 years of age or older as at June 30, 2016, the retirement gratuity payout will be discounted by two percent (2%) if they chose the early gratuity payout.

NOTE – Appendix A mentioned in a) above refers to the provisions of the ETFO MOU.

Letter of Agreement #4 in the Central Agreement for ESPs, PSPs and DECEs provides for the same option of a voluntary early retirement gratuity payout for members who are 61 years of age or older as of June 30, 2016. The payment for eligible ESP/PSP/DECE members can be transferred to an RRSP or an OMERS AVC account. The present value of the gratuity amount is discounted at the same rate as the Teacher/Occasional Teacher payout.

Members who are currently eligible for a gratuity have two options – to take the early payout or to do nothing and receive the full amount of the gratuity payment when they formally retire from teaching.

Members who opt to take the early pay-out option will see the vested amount reduced. There is a percentage penalty for each year that a member is away from retirement age. This is based upon the idea that if the money received early were to be invested it would earn a similar amount in interest as the reduction by the time the teacher was 58 or 61 if accessed by an ESP/PSP/DECE member.

ETFO members considering this option should review their gratuity amount that was provided to them in writing by the District School Board in 2012. They should review any recent correspondence received from their District School Board outlining the amount of the early gratuity payout should they opt to take it on June 30, 2016. They should then consult with a financial advisor to determine if this is the best option available to them.

Each ETFO member has different circumstances and it is important for them to consider the options of taking the gratuity payout early or leaving it where it is until their formal retirement.

How does the reduction calculation work?

There are two types of reductions:

If a teacher is 58 years of age or older as of June 30, 2016, the retirement gratuity payout will be discounted by two percent (2%) if they select the early gratuity payout.

Based on a retirement gratuity of \$45,000 at age 58:
 $\$45,000 - 2\% = \$44,100$.

For those ETFO members younger than 58 the calculation is more complex. The present value shall be based on a discount rate of 7.87% and on the average retirement age of fifty-eight (58) less the teacher's age as at June 30, 2016. This calculation is a regressive calculation.

Based on a retirement gratuity of \$45,000 at age 58 - If the teacher opting to take it early is age 55 it would be reduced by 7.87 % and a factor of three years. In this example the gratuity payout is discounted by 20%. $\$45,000 - 20\% = \$36,000$.

Based on a retirement gratuity of \$45,000 at age 58 - If the teacher opting to take it early is age 48 it would be reduced by 7.87 % and a factor of ten years. In this example the gratuity payout is discounted by 53%. $\$45,000 - 53\% = \$21,150$.

The same reduction rules apply to those ESP/PSP/DECE members who are 61 years of age or older as of June 30, 2016.

1. Is the calculation discounted for every year that I am below the age of 58 or 61?

Yes. For every year you are below the required age (58 for teachers/occasional teachers or 61 for ESP/PSP/DECE members) your gratuity payout would be reduced by 7.87 %

2. I am a teacher. Do I need my 85 factor in order to consider this option?

No. This option is for members who are not retiring so the 85 factor does not play a role in this situation. Members who have their factor and formally retire would be eligible for the entire amount of their vested gratuity.

3. I am older than the required age; can I access this gratuity pay-out? What am I eligible for?

Yes. As described above your early gratuity payout would be reduced by 2 %.

4. What if I am leaving my board, can I carry my gratuity over to my new board or should I take advantage of this payout?

Your gratuity does not transfer with you from board to board. If you were to resign from your current board and switch to another one you would lose the entire amount. Taking the early pay-out option would allow you to preserve some of the amount.

5. Does this payout mean that the gratuities that were vested in the last round of bargaining will no longer be available upon my retirement?

No. If you chose to not take the early payout option the full amount which was vested in 2012 would be available to you upon your retirement pending no further changes to this collective agreement provision were negotiated or legislated.

6. Are there tax consequences when I am actively employed and take this option?

Yes. Because you are not retiring the amount of the early gratuity payout is reported as taxable income in the year that it is received.

7. Can I transfer this money directly into an RRSP?

An early gratuity payment is taxable income in the year that it is received. You can only transfer some of this money into an RRSP if you have existing room to do so. Members who are part of the OMERS pension plan have the option to transfer the money to an OMERS AVC account. The money is still subject to withholdings in accordance with CRA requirements.

8. If I opt to take the payout will I be excluded from any remedy ETFO might successfully negotiate with respect to members' retirement gratuities?

ETFO legal counsel has advised that, to the extent that this issue is part of the remedy discussions, members who have opted to take the payout will be included in those discussions.





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Ontario Teachers Insurance Plan (OTIP) offers flexible health, dental and travel insurance programs through Retired Teachers Insurance Plan (RTIP) that are available to all members coming up for retirement or who are already retired.

Why choose RTIP?

- ▶ No age restrictions and no membership fees.
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- ▶ All plans include deluxe travel insurance for up to **95 consecutive days!**
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Visit www.otip.com/ETFO_RTIP today to learn more or apply online!

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ETFO-HP
STATUS OF WOMEN
Silent Auction

June 16th

(during the Annual Celebration Dinner)

*Each school: Choose a Theme & Fill a basket,
(Bring your Themed basket to the Celebration Dinner on June 16th)*

SOME THEME IDEAS:

**Spa, BBQ, Crafts, Books,
Movies, Beach, Munchies...**

(BE CREATIVE)



***All proceeds will be donated to various local
Women's Shelters in the Community!***



WellnessDay

Swimming, Skating, and Open Gym

at the

QUINTE
SPORTS & WELLNESS CENTRE

We had approximately 150 people attend *Wellness Day* on Saturday April 23rd, co-sponsored for the first time by ETFO, HAPE-OTL and OSSTF.



2016
**OTTAWA
Shopping
and Tulip
Festival
TRIP**

25 members had a great time exploring the Tulip Festival and shopping during our May 14th trip to Ottawa.

The Social Committee would like to thank everyone who supported the various events throughout the year and wish everyone a safe and restful summer.





ETFO members are invited to join the **Equity Committee**
in supporting the

Belleville Pride Walk

Saturday, July 23rd, 2016

Breakfast: 9 a.m. Parade: 11 a.m.

followed by Fun in the Park



Participants will be provided:
BREAKFAST, an ETFO PRIDE T-SHIRT
and an ETFO SWAG BAG

**ETFO members and their families or guest can register to walk
with ETFO HPE in the 2016 pride parade.**

Please register with Jade Holloway: equitychair.etofohp@gmail.com
by Friday, May 27th

ETFO Hastings-Prince Edward Teacher Local

FEDERAL TAX CREDIT FOR CLASSROOM SUPPLIES



The federal budget, released on March 22, 2016, includes a new tax credit for expenditures on classroom supplies that teachers and early childhood educators can use. The tax credit was a Liberal election commitment and proposed by the Canadian Teachers' Federation. ETFO does not have a policy on the merits of the tax credit.

The new tax credit covers expenditures on or after January 1, 2016. Claims must be supported by receipts.

Here is the information about the tax credit provided by the federal budget documents:

Teacher and Early Childhood Educator School Supply Tax Credit

Teachers and early childhood educators often incur at their own expense the cost of supplies for the purpose of teaching or otherwise enhancing students' learning in the classroom or learning environment.

To provide tax recognition for these costs, Budget 2016 proposes to introduce a teacher and early childhood educator school supply tax credit. This measure will allow an employee who is an eligible educator to claim a 15-per-cent refundable tax credit based on an amount of up to \$1,000 in expenditures made by the employee in a taxation year for eligible supplies.

For the cost of supplies to qualify for the credit, employers will be required to certify that the supplies were purchased for the purpose of teaching or otherwise enhancing learning in a classroom or learning environment.

Individuals making claims will be required to retain their receipts for verification purposes.

The teacher and early childhood educator school supply tax credit will not be available in respect of an amount that has already been claimed under any other provision of the Income Tax Act.

Eligible Educator

Teachers will qualify as eligible educators if they hold a teacher's certificate that is valid in the province or territory in which they are employed. Likewise, early childhood educators will qualify as eligible educators if they hold a certificate or diploma in early childhood education recognized by the province or territory in which they are employed.

Eligible Supplies

Expenditures will be eligible for the teacher and early childhood educator school supply tax credit if they were made to purchase eligible supplies for use in a school or in a regulated child care facility for the purpose of teaching or otherwise enhancing students' learning in the classroom or learning environment. Eligible supplies will include the following durable goods: games and puzzles; supplementary books for classrooms; educational support software; or containers (such as plastic boxes or banker boxes for themes and kits).

Eligible supplies will also include consumable goods, such as:

- construction paper for activities, flashcards or activity centres;
- items for science experiments, such as seeds, potting soil, vinegar, baking soda and stir sticks;
- art supplies, such as paper, glue and paint; and
- various stationery items, such as pens, pencils, posters and charts.

More information will be shared once it is available.





Give me
5!

You could WIN \$5,000
in CASH and one of five
\$50 VISA gift cards!

www.otip.com/winETFO

ETFO-HP POLITICAL ACTION COMMITTEE

Met with MPP **Lou Rinaldi**
on **May 26th** to discuss special
education and ETFO's *Building
Better Schools* platform.

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!

Simply tell us when your insurance policies renew and/or if you're coming up for retirement, and you will be entered for a chance to WIN the \$5,000 Grand Prize and one of five \$50 VISA gift cards. You can also subscribe to Insight, OTIP's free electronic newsletter, for an additional chance to win.



Bursaries

<https://www.otip.com/bursary>

Do you know a student who could use an extra \$1,500 for tuition? They could WIN a bursary from OTIP.

Who better to support the value of education than the company that celebrates members of the education community. We are very proud to offer opportunities to our insured members and their families.

1. Eligibility Requirements

To be eligible to win, you must meet the following criteria at the time of the selection:

- You or your relative (e.g. child, stepchild, grandchild, aunt, uncle, sister, brother, spouse, etc.) must be insured through an individual or group policy of an insurance plan or program offered by OTIP.
- The applicant must be a full- or part-time post-secondary student at a college or university for the upcoming academic year.

2. Bursary Rules and Regulations

Read the [OTIP Bursary Program Rules and Regulations](#).

3. Bursary Entry Form

Enter online. Entries must be received before midnight on June 15, 2016

Questions?

If you have any questions, please contact the OTIP Bursary Program coordinator at 1-877-260-3892, extension 2243, or at bursary@otip.com.



Wishing all Members a Great Summer!

— from ETFO-HP local Executive

Congratulations To:

- Jennie Thompson** (Prince of Wales P.S) and her husband **Brian**, welcomed a baby girl on December 2nd, 2015, named **Zoey Olivia**.
- Tamara Rice** (CML) and her husband on the birth of their son, **Thomas Andrew** on April 29, 2016.
- Alyson Cranshaw** (CML) and **Don Macdonald** on the birth of their daughter, **Evie Jean Macdonald** on May 10, 2016.

Our Sincere Condolences To:

- Leah Robinson** (Bird's Creek P.S) and **Marsha Douglas** (York River P.S) on the loss of their Grandma **Sadie Robinson**.

ETFO Hastings-Prince Edward Teacher Local

www.etfohp.on.ca

Phone: 613-968-3707 OR
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