

It's Elementary

NOVEMBER 2015

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.

HASTINGS-PRINCE EDWARD SCHOOLS Information Pickets Wednesday Oct. 28th

"We are calling on OPSBA and the government to return to the central bargaining table with ETFO to work to conclude this round of negotiations. ETFO members have been working without a contract since August 2014. That is not good for our teachers or for our students" (Sam Hammond)



● Tweed P.S.

● Parkdale P.S.



● Marmora Senior P.S.



● Pinecrest Public School

*Social
for teachers
in their first 5 years*



Bowling Social

Open to all members and their families (see details inside)



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

See more photos on pages 4/5 ⇨

Central Collective Agreement Ratified



After 14 months without a contract and after six months of job action, the Central Collective Agreement has been ratified. I want to thank all members for showing such support and resolve, especially during the wind and rain of Oct. 28th as we entered the final stage of talks. Local bargaining will now continue on the basis of the preliminary submission approved by members in the spring of 2014.

The Central Collective Agreement was ratified by 86% of the membership and 98% of the Locals. By refusing to be rushed or intimidated, our Provincial Bargaining Team was able to achieve a deal which is tailored to our needs as elementary teachers, and substantially better than what was on offer at any previous stage in the bargaining process.

Now that we are returning to some sense of normalcy, it is important to take the time to think about what “normal” means. While job actions can be stressful and uncertain, they also offer us important lessons which we can use to change things for us both individually and collectively.

It is crucial for all teachers to use their professional judgement. This applies not just to evaluation and reporting, but to everything we undertake. Take stock of the various tasks and activities which you have been in the habit of doing over the years. You may have discovered (or rediscovered) that many, if not most, of them are completely voluntary. All extra-curricular activities and learning teams take time and energy and can distract from your core responsibility of teaching. Choose the right balance for you based on your personal and professional needs.

The Canadian Standards Association has defined a psychologically well workplace as one in which “employees have some control over self-efficacy, accomplishment, and autonomy. Workers have sufficient discretion over participation in decisions about the means, manner, and methods of their work consistent with the intrinsic nature of the work sufficient to allow them to feel part of the enterprise and not just cogs in a wheel.” As professionals, this is especially true.

The new Central Collective Agreement enshrines the concept of professional judgement. It ensures that teachers have the ability to decide on their own which assessments they will use to evaluate individual students and how frequently they will use them. Consider the number and nature of Learning Teams in which you volunteer to participate. These are important things to keep in mind as you return to your own sense of normal.

Staff Meetings

At the recent stewards’ meeting, the issue of the nature of staff meetings was raised. Due to resolutions to a number of past grievances, our Local Collective Agreement incorporates some language which is unique in the province. Take a look at the language below and compare it to the way in which staff meetings are conducted in your school:

11.14 Regular Staff Meetings

11.14.01

Regular staff meetings shall be scheduled by the Principal in consultation with the teaching staff upon consensus whenever possible. Regularly scheduled staff meetings shall be held no more than once per month on average. Each meeting shall be no more than 75 minutes in length. The dates of regular staff meetings shall be set within the first month of the school year and communicated to all teachers. Regularly scheduled staff meetings should include a balanced approach to administrative/organizational issues and professional items. Teachers are expected to attend regularly scheduled staff meetings. Teachers may submit teacher-generated items and issues of common concern to the staff to the Principal for the staff meeting agenda before the distribution of the agenda.

11.14.02

At the beginning of the school year, the School Staffing Committee will meet to discuss the desired timing and frequency for regular staff meetings.

11.14.03

An agenda shall be distributed to all Teachers before the staff meeting.

11.14.04

Teachers may place items on the staff meeting agenda.

11.14.05

Where school union representatives (e.g., School Stewards or designates, Local or Provincial Executive or Committee members) are required to attend union meetings to represent staff, they shall be excused from school meetings, and shall receive meeting notes to keep them updated as required.

11.14.06

The ETFO School Steward may call school Teacher meetings from time to time to provide information, discuss issues and carry on union business. Such school meeting should not conflict with staff meetings. A suitable space in the school will be provided at no charge.

11.14.07

Staff meetings will end before 5:00 p.m. except with the consent of the School Staffing Committee.

Dave Henderson
ETFO-HP President



ETFO HPE Steward Council — November 6th

ETFO President Sam Hammond speaking at the HPE November Steward Council



COMMITTEE CORNER



STATUS OF WOMEN COMMITTEE

The Status of Women Committee is looking for additional Committee members. If you are interested in joining the committee, or have suggestions or ideas to support women in our community, please contact Angela Silver at statuschair.etfohp@gmail.com

Nominations are being accepted by the committee for the Community Support Award, granted to a member of the community who has given outstanding service in supporting women and children in the local or global community. The deadline for submission of nominations is December 15th.

Chair: Angela Silver, College St.



PROFESSIONAL DEVELOPMENT COMMITTEE

The PD Committee will be offering the popular *Festive Art Workshop* with Marg McIntyre on December 8th at Foxboro Public School from 4:30 to 7:30. Also in the near future, we will be hosting the ETFO workshop, *Caring Classrooms*, watch your email for more details. Also go to our page on the ETFOHP website if you wish to access funding for your own professional learning, and filling in the *Choose Your Own Adventure* form. If you have ideas for upcoming workshop or are interested in being a presenter please contact Jane Scanlan Price at plchair.etfohp@gmail.com

Chair: Jane Scanlan-Price, Foxboro



EQUITY AND SOCIAL JUSTICE COMMITTEE

The Equity and Social Justice Committee meets the third Thursday of the month. Currently, we are working on putting together mobile Social Justice Book Libraries for members to access. We are also planning on sending out a new teacher-generated resources around LGBTQ issues in the workplace. We will be developing materials to help teachers feel confident in designating 'safe spaces' within their workspaces and classrooms. If you are interested in joining the committee or suggesting future activities please contact the chair.

Chair: Jade Holloway, Queen Victoria



FIRST FIVE COMMITTEE

First Five Committee wants you to mark December 3rd on your calendar! We will be hosting an Open House Social at Federation House on that date for members in who are in their first five years. It will be a drop in basis with food and friends! A detailed poster will be emailed to you in the coming days. Hope to see you there! Also we will be providing ½ day release time for our newest members to acquaint them with the Collective Agreement and the Memorandum of Settlement. This will be held at Federation House, however date has yet to be determined.

Chair: Sherry Simm, Queen Elizabeth Trenton



SOCIAL AND WELLNESS COMMITTEE

Many thanks to all who participated in the *World Teachers' Day* social. We have had 26 Stewards submit receipts so far. If anyone still has receipts, please send them to Pierre Martin at Fed House, as soon as possible.

Our first social event will be an afternoon/evening of bowling! Join us on Saturday, December 12th at Quinte Bowl in Belleville for Family Bowling from 3 to 4pm. There are 6 lanes of both 5 and 10 pin available and the cost is only \$5.00 per person! This includes the bowling, shoes and pizza! That same evening, we will host an adults only laser bowling from 7 to 9pm. This event is \$10.00 per person and again, includes the bowling, shoes and pizza. There will also be a DJ on-site! Both bowling events are open to ETFO members and their families. Please r.s.v.p. by 3:30 on Friday November 27th to social.etfohp@gmail.com

Also, you may want to "save the date" of Saturday, February 6, 2016 on your calendar! The ETFOHP Social committee, in cooperation with the Belleville Theatre Guild, is offering an evening of appetizers, socializing and a presentation of the play "Later Life" by the BTG. Stay tuned, more details will follow!

Chair: Derek Watt, Breadner.



HEALTH AND SAFETY COMMITTEE

With winter quickly approaching, the Health and Safety Committee would like to remind members to familiarize themselves with the *Inclement Weather Procedure* and language in our **Collective Agreement article 30.02** - Absences with Pay. A pamphlet was provided to stewards and the information should be on the ETFO board in your school. If you are not able to locate a copy, check with your steward.

Chair: Jason Surgent, Maynooth

HASTINGS-PRINCE EDWARD INFORMATION



Athol South Marysburgh P.S. 🍷

🍷 Hillcrest P.S.

🍷 Frankford P.S.



🍷 Harry J Clarke P.S.



🍷 Tweed P.S.



🍷 Prince of Wales



🍷 Maynooth P.S.

PICKETS WEDNESDAY OCTOBER 28th



Queen Elizabeth, Picton P.S.

VP Carswell



Pinecrest P.S.

North Trenton

Foxboro P.S.



Bird's Creek P.S.

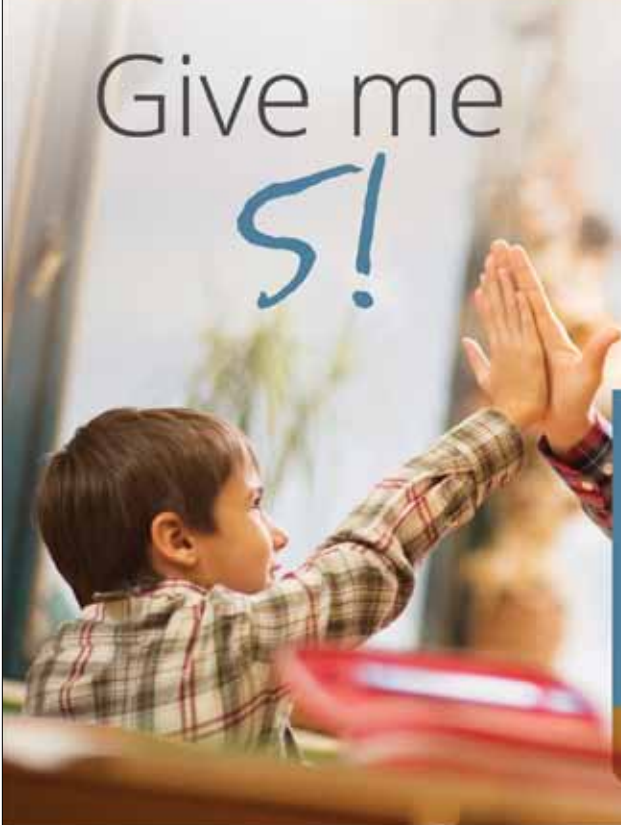


Coe Hill P.S.





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 1-800-267-6647. No purchase necessary. Open to active and retired education employees residing in the Province of Ontario, 18 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. \$500 testing question must be answered correctly. Contestants agree to be contacted by an OTIP broker. Go to www.otip.com/Join-the-5club for all contest rules.

Together Fairness Works

Together Fairness Works is the name of a campaign of the Canadian Labour Congress and its 3.2 million members. The Elementary Teachers' Federation of Ontario is proud to add its support to the campaign.

Politicians are musing openly about introducing "right-to-work" legislation. Dr. Martin Luther King Jr. said this about right to work:

"...we must guard against being fooled by false slogans, such as 'right to work.' It is a law to rob us of our civil rights and job rights. ...Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone...Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights."

We know that many of the policies that make our country great have been won by unions first and then extended to everyone—pensions, health and safety in the workplace, minimum wage, public health care, child care and more.

We have a story to tell.



BOWLING SOCIAL

at **Quinte Bowl** (on hwy 62 near Belleville)

brought to you by the ETFO HP Social Committee

Saturday, December 12th



Family Bowling

3:00 – 4:00 p.m. **\$5.00 per person**
includes the hour of bowling, shoes & pizza!
(both 5 pin and 10 pin lanes will be available)

Adults Only Laser Bowling

7:00 – 9:00 p.m. **\$10.00 per person**
includes 2 hours, shoes & pizza!
(10 pin only — DJ on-site)



RSVP to social.etfohp@gmail.com
(by 3:30 on Friday November 27th)

BOTH EVENTS ARE OPEN TO ETFO MEMBERS AND THEIR FAMILIES

ETFO Hastings-Prince Edward Local



Application
Criteria

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).

Apply online, go to etfo.ca, About ETFO, Standing Committees.

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

Application Deadline is March 1, 2016.

ETFO STANDING COMMITTEES	2016-2018 COMMITTEE
Aboriginal Education	One vacancy
Annual Meeting	Three vacancies
Anti-Racist Education	Five vacancies
Arts	Five vacancies
Awards	Four vacancies
Collective Bargaining	Three vacancies
Disability Issues	Five vacancies
Early Years	Four vacancies
*Education Support Personnel/Professional Support Personnel/ Designated Early Childhood Educators	*No vacancies
*English as a Second Language	*No vacancies
Environmental	One vacancy
French as a Second Language	Three vacancies
Human Rights	Three vacancies
Intermediate Division	*No vacancies
International Assistance	Three vacancies
Labour	Four vacancies
Lesbian, Gay, Bisexual, Transgender and Queer or Questioning Members	Three vacancies
*Library	*No vacancies
Men's Focus	Five vacancies
New Members	Three vacancies
Occasional Teacher	Four vacancies
Occupational Health and Safety	Five vacancies
Pension	One vacancy
Political Action	Four vacancies
Professional Learning/Curriculum	Three vacancies
Professional Relations and Discipline	Three vacancies
Special Education	One vacancy
Status of Women	Three vacancies
Teacher Education/Faculty Liaison	Three vacancies

OPSBA PROTEST



Many ETFO members joined President *Sam Hammond* in Toronto in October to Protest OPSBA and the stalled Negotiations with ETFO.

National Downs Syndrome Awareness Week

Office Assistant *Sandy Sled* putting kits together for schools to recognize and aid awareness (Nov 1-7).



Our Sincere Condolences To:

- **Barb Crothers** (*Stirling P.S.*) whose mother passed away.
- **Pauline Jones** (*CML*) on the loss of her father



Remembrance Day

ETFO-HP President *Dave Henderson* and Local 2nd Vice *Dianne Sedore McCoy* participated in the wreath ceremony on Nov 11.

Every Child Matters/ Wynne Wednesdays



Theresa Belanger
(Parkdale P.S.)

Sisters in Spirit Vigil



On the days surrounding Sunday October 4th, *Sisters in Spirit* vigils were held around Ontario to honour the lives of missing and murdered Aboriginal women and girls. *Dianne Sedore McCoy*, 2nd Vice President of the Local attended the

Spirit Sisters vigil on behalf of the local and the HPE ETFO Status of Women Committee. There was a number of people in the community who came out to support the grieving families. The event provides opportunities for healing and advocate change. The event included singers, speakers, tobacco burning, and an emotional display of faceless dolls were showcased on October 4th at *Zwicks Island Pavilion*, Belleville.

ETFO Hastings-Prince Edward Teacher Local



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114 VICTORIA AVENUE
BELLEVILLE, ON K8N 2A8

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/>

