

It's Elementary

OCTOBER 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.



Federation House exterior restoration has been completed. Over the summer, *Eastern Restoration & Masonry Contractors*, repointed the foundation and bricks, painted the outside and put up new siding. Landscaping around the building will be started this week.

Walk into Retirement

October 27th
OTIP & Educators
Financial Workshop
(see pg. 5 for details)

ETFO ANNUAL MEETING *SUMMER 2016*



Your local team at this year's *Elementary Teachers' Federation of Ontario* Annual Meeting: (left to right): **Colette Freeman** (Maynooth), **Troy Thrower** (York River), **Dave Henderson** (President), **Sarah MacKay** (2nd Vice President), **Jason Surgent** (Maynooth), **Jane Scanlan-Price** (Foxboro), and **Pierre Martin** (1st Vice President)

Over 800 public elementary school teachers and education professionals (including our six delegates and one alternate), representing 78,000 elementary public school teachers and education professionals across the province, attended the 2016 Annual Meeting of the Elementary Teachers' Federation of Ontario (ETFO) in Toronto from August 15-18th at the *Sheraton Centre Toronto Hotel*. They set policies and directions for the coming year during the Federation's annual democratic forum. Of particular note, there will be no increase in ETFO fees again this year.

ETFO President Sam Hammond opened the meeting with a review of the year's activities. This year's social justice speaker was Canadian defense lawyer Dennis Edney who served as defense attorney for Omar Khadr and is the recipient of human rights awards from the Lieutenant Governor of British Columbia and the John Humphrey Centre for Peace and Human Rights among others.

Again this year, the members of the Hastings-Prince Edward Teacher Local can be proud of the representatives that they elected to send to the AGM. All were actively engaged and participated in the many debates/discussions that took place throughout the four day session.



Affiliated with the
Elementary Teachers' Federation of Ontario



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

PRESIDENT'S MESSAGE:



Now that we have settled in to the first (and possibly last) year of the new Collective Agreement, I would like to take this opportunity to update you on a few items related to ongoing issues and events both provincially and locally.

Collective Agreement

The 2014-17 Collective Agreement, ratified last March, has finally been fully edited and is awaiting printing. There is one outstanding issue before the document can be placed in your hands and on the website, but we hope to have that resolved soon. In the meantime, the old Collective Agreement and all of the new language which will be incorporated in the “meshed” Central and Local Agreement is available on our website until we can replace them with the finalized document. Please see the Collective Bargaining documents at www.etfohp.on.ca/resources/collective-bargaining-documents.

Benefits

As part of the Central Agreement, there will be a new provincial benefits package through OTIP which will replace all of the Board-run plans. We are scheduled to be part of the “Third Wave” to take effect on April 1st. Recently, we received extensive information about how this transition will be handled. Every member will have to enroll in the new plan during a transition period of 31 days preceding its implementation. OTIP will be contacting all members by email and letter in order to ensure a smooth transition. Late applicants may be subject to medical documentation, so it is very important that everyone ensures that they have followed the enrollment procedure exactly. Much more information will be coming out in the run up to April 1st and, apologies ahead of time, you can expect to be bombarded with multiple reminders to sign up. We do not want any of our members to be inadvertently without benefits after April 1st.

Professional Judgement

A definition of professional judgement has been enshrined in our Collective Agreements for the first time. This has the potential to make a positive impact on our working conditions and professional lives. Please review the ETFO publications, especially in the period prior to completing Progress Reports and Report Cards. Information about how professional judgement impacts IEPs, report cards, diagnostic assessment and the TPA process can be found at: <http://www.etfohp.on.ca/professional-judgement-matters/>

Town Halls

Many of you will have participated in the recent Town Halls regarding the Charter Challenge remedy. At a recent Presidents’ and Chief Negotiators’ Meeting, Locals were given the opportunity to provide feedback to the Provincial Executive about possible remedies to our Charter Challenge victory. This feedback involved everything from non-monetary items to financial compensation and damages. Discussions with the government are ongoing, and you can expect to hear more about this in the near future.

Collective Bargaining Committee

Now that we have at least this year before entering into negotiations again, the Local will be reforming the Collective Bargaining Committee to begin preparations for bargaining whenever it resumes. The Executive is committed to ensuring that the membership of the CBC represents all regions, years of experience, and teaching assignments as much as possible. You do not have to be an Executive member or steward in order to be part of this committee. If you are interested in joining, please contact the Local Office.

Dave Henderson
ETFO-HP President

Understanding your Professional Judgement

Professional judgement is something teachers exercise daily in their classrooms. ETFO has been advocating for greater recognition of teacher professional judgement for many years. The inclusion of the definition of professional judgement in the 2014-2017 Central Agreement was a significant advancement for teachers.

Professional Judgement Matters

ETFO is pleased to announce a new resource series entitled *Professional Judgement Matters*. These resources will provide ETFO teacher and occasional teacher members with additional support on the issue of exercising professional judgement.

<http://www.etfo.ca/adviceformembers/professionaljudgement/pages/default.aspx>

Diagnostic Assessment and Professional Judgement

Professional Judgement and the Individual Education Plan (IEP)

ETFO Professional Judgement Guidelines for Completion
of the Elementary Progress Report Card

ETFO Professional Judgement Guidelines for the
Occasional Teacher Evaluation and the Teacher Performance Appraisal

COMMITTEE CORNER



STATUS OF WOMEN COMMITTEE

The *Status of Women Committee* organizes activities for women in our Local throughout the year. Members of the committee attended the annual *Take Back the Night March* in Belleville on September 29th. The committee has already begun to organize the popular *Finding a Balance Women's Retreat* being held next April 8th and 9th. The committee meets on the second Wednesday of the month. If you are interested in joining the committee, or have suggestions or ideas to support women in our community, contact Angela Silver at statuschair.etfohp@gmail.com.

Chair: Angela Silver, College St.



PROFESSIONAL DEVELOPMENT COMMITTEE

As we start the new school year, the *Professional Learning Committee* is planning a variety of learning opportunities for 2016-17. We plan to have workshops focused on the arts, science and community building in classrooms. We are always open to member suggestions and are inviting members to join our committee. We will be continuing the popular *Choose Your Own Professional Learning Adventure* program, with and updated application process. Watch your non-board email for details about this and other workshops and resources throughout the year. If you have suggestions or would like to join the committee please email Jane Scanlan Price at plchair.etfohp@gmail.com.

Chair: Jane Scanlan-Price, Foxboro



EQUITY AND SOCIAL JUSTICE COMMITTEE

The *Equity and Social Justice Committee* develops and implements programs designed to promote awareness and respect for equity and social justice issues. The committee is looking to work with the board to provide workshops for members this year. For more information on meeting dates, contact Jade Holloway at equitychair.etfohp@gmail.com.

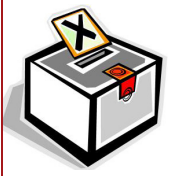
Chair: Jade Holloway, Queen Victoria



NEW MEMBER COMMITTEE

The *New Member Committee* (formerly known as the *First Five Committee*) is hoping that your year is off to a good start. The new members have been busy with NTIP and on October 5th, 14 new members were invited to participate in the ETFO welcome Program with ETFO Vice President Nancy Lawler. The committee is looking forward to a busy year ahead. If you would like to join the committee, or have any ideas or suggestions, please contact the chair of the New Members' Committee Sherry Simms at firstfive.etfohp@gmail.com.

Chair: Sherry Simms, Breadner



POLITICAL ACTION COMMITTEE

The *Political Action Committee* has met once already this year. The committee will be working with Provincial ETFO to build a PR campaign around *Building Better Schools*. Also planned for this year is a possible meeting with the Board Trustees and local MPPs. The next meeting is Tuesday, October 18th at 5:00 pm. For more information, contact Ian McKendry at pac.etfohp@gmail.com.

Chair: Ian McKendry, Tweed



SOCIAL AND WELLNESS COMMITTEE

The *Social and Wellness Committee* will be organizing social events and wellness activities throughout the year. We hope your school enjoyed a treat on *World Teachers' Day* sponsored by the *Social and Wellness Committee*! Future plans include a bus trip to Vaughan Mills for holiday shopping. Stay tuned for details. If you have any questions or are interested in joining the committee, contact Derek Watt at social.etfohp@gmail.com.

Chair: Derek Watt, Breadner.



HEALTH AND SAFETY COMMITTEE


The *Health and Safety Committee* meets on the last Wednesday of every month at Federation House and we are always looking for new members of our committee. I would like to remind members that it is your responsibility under the *Occupational Health and Safety Act* to report any unsafe conditions in your workplace to your supervisor. I suggest that this is done in writing to your principal or other supervisor as soon as you can after noticing the unsafe situation/hazard. You may also contact one of your Health and Safety Reps for advice or input. If you are experiencing air quality issues such as mold or poor ventilation report it to your supervisor and contact me as well. If you have any questions regarding the reporting process and what should or should not be reported, please do not hesitate to contact me at healthandsafety.etfohp@gmail.com.

Chair: Jason Surgent, Maynooth


Please Consider Joining One of Our Committees!


ETFO Provincial eNewsletter: *We encourage you to sign up!*


The ETFO eNewsletter Vol. 11 No. 1 - September 8, 2016





Professional Judgement Matters!
ETFO negotiated a definition of professional judgement into the **2014-2017 Central Agreement**. This was a significant advancement for teachers.
The May 2016 Stewards' Mailing included copies of a **flyer** designed to support ETFO members as they act upon and advocate for their professional judgement.
ETFO is pleased to announce a new resource series for teacher and occupational teacher members entitled **Professional Judgement Matters**. The first two issues in this new series are now available on the ETFO website:
• **Diagnostic Assessment and Professional Judgement (DEP)**
• **Professional Judgement and the Individual Education Plan (IEP)**
New issues in the series will be posted to the website later in the school year.
Professional Judgement Resources

It's not cool to work in an overheated classroom!
Many elementary classrooms are not air conditioned. High temperature and humidity levels interfere with working, learning and health. Staff and students with pre-existing conditions (e.g. asthma) and pregnant women are more affected by heat.

On September 30th show your commitment to

Orange Shirt Day - September 30
In honour of ETFO's endorsement of the **Truth & Reconciliation Commission (TRC)** of **Canada's Calls to Action**, ETFO is committed to ring leading into reconciliation and commemorates the survivors of the Residential school system by recognizing the **Orange Shirt** - **Every Child Matters Campaign**.


The School Supply Tax Credit
ETFO does not encourage members to spend their own funds to purchase classroom supplies, but if you do, this is a reminder that the federal government has established a new tax credit effective this tax year.

The credit allows a certified teacher or an early childhood educator with a diploma or certificate employed at a school of a regulated child care facility to claim a tax credit for 15% of up to \$1,000 of classroom supplies purchased during the year.
For more information, visit the **Canada Revenue Agency (CRA) website**.

The Every Teacher Project
The largest research project in LGBTQ-inclusive education in K-12 schools is happening in Canada! View the final report online [here](#).
ETFO supports **The Every Teacher Project** and is working with other teacher organizations and the project researchers to develop a toolkit for educators. Information on the toolkit will be provided in the fall/winter of 2016.


Heart & Art Blog
Here are the latest posts from our bloggers:
• **Digging the new digs** by Will Gourley
• **Dear Teacher** by Mika Beetham
• **All gone to Will Gourley**
• **Start strong. Finish stronger.** by Will Gourley
• **Saying goodbye** by Tammy Art
• **Taking Time to Celebrate!** by Tammy Art


FYI...
• **The Ontario Federation of Labour (OFL) wants to hear your thoughts on precarious work.** Share your experiences of (and/or unsafe work), casual contract, temporary, friends. Complete the **Make it Fair survey** by October 1st.
• **ETFO is seeking applications for two full-time Executive Assistant positions in its Collective Bargaining Service Area.** Applications are due at noon on Monday, September 19th.
• **Take Back the Night events** designed to raise awareness of safety issues for women and children are taking place across the province in September. A list of local events is available on the **ETFO website**.
• **ETFO's list of Suggested Resources for Gender Independent Children and Trans Youth/Adults** was recently updated on our website.
• **Over 800 ETFO delegates attended Annual Meeting 2016 in Toronto from August 15-18.** Watch the president's opening address, browse photo albums, read Reports on the Federation's activities last year, and find out what was debated on your behalf at www.annualmeeting.ca.
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All links in the .pdf file are live — View the above Sept. issue at:
<http://archive.constantcontact.com/fs111/1109381114937/archive/1125795661823.html>

The ETFO Provincial eNewsletter contains valuable information for members: free resources that help you do your job, professional learning opportunities, events by ETFO and labour and social justice partners, etc.

It is a subscription-only publication because of CASL: the Canadian Anti-Spam Law.

Many of the items listed in a typical edition are commercial in nature and so the tenets of CASL must be followed.

This means that members must sign up for the publication on the Provincial website and confirm their subscription by clicking the link in the email that is auto-generated.

Where can you sign up?

Click the button beside the pencil crayons at www.etfo.ca



CONFIRMED: Eligible ETFO Members in our Local will be in the “Third Wave”

As you know, all ETFO Locals will be transitioned into the ETFO ELHT Benefits Plan on a staggered basis over the 2016-2017 school year. In accordance with the central agreements, all Locals will be transitioned into the plan no later than August 31, 2017.

The third wave of Local transitions into the ETFO ELHT Benefits Plan is scheduled for April 1, 2017.

It has been confirmed that eligible ETFO Members in our Local will be in the third wave.

Eligible active members in the third wave will be contacted in late February 2017 with additional information leading up to the transition on April 1, 2017. Specific details about the plan design and coverage will be shared with members as soon as it is available in the fall.

Until our Local transitions into the ETFO ELHT Benefits Plan, your benefits will continue to be provided in accordance with our existing collective agreement. As a result, **there should be no change to our Local benefits plan until April 1, 2017** when it is anticipated that our Local will be transitioned into the new ETFO ELHT Benefits Plan.



If you have general questions about the ETFO ELHT, please contact ETFO Staff, **Suzanne Gill** at sgill@etfo.org or 416-962-3836 ext. 2211 (toll free 1-888-838-3836).

Walk into Retirement with a Plan

Presented by:



During this workshop, you'll learn about:

- Retiree health insurance benefits
 - Why RTIP is the #1 choice for plan flexibility regarding your health and finances
 - Only plan to offer choice with your Health, travel and dental
- Group Home and Auto insurance
- Life insurance solutions tailored to retiree needs and planning
- Tax and estate planning before and after retirement
- RRSPs and Investments preparations
- CPP and OAS
- Lending strategies
- Learn about our mortgages and lines of credit

This **complimentary** workshop is open only to members and spouses. It covers valuable information that will be useful to all those planning to retire within the next five years.

Date:	October 27, 2016
Time:	4:30 p.m. to 7:30 p.m.
Location:	Travelodge 11 Bay Bridge Road, Belleville
To Register:	Please register online: www.otip.com/events <i>Please note any dietary requirements at time of registration</i> <i>A light dinner will be served</i>

ORANGE SHIRT DAY — Every Child Matters



Sept 30, 2016 was Orange Shirt Day

A commemoration to all residential school survivors and to the children that never came home.

MYTHBUSTER:

DOES THE TYPE OF CAR YOU BUY AFFECT YOUR INSURANCE RATE?

MYTH: *The type of car you buy doesn't have an effect on your insurance rate.*

YES IT DOES.

FACT: The Canadian Loss Experience Automobile Rating (CLEAR) system identifies the average size and frequency of insurance claims for most makes and models of cars. Most insurance companies use CLEAR to rate vehicles according to their safety record and the cost to repair or replace them, and may offer lower premiums to drivers who buy cars with better ratings.

For example, some vehicles may be more susceptible to theft than others; some may be better designed and less easily damaged; some are less expensive to repair; and some protect their occupants in collisions better than others.

We're here to help!

If you're considering buying a new car, talk to an OTIP insurance broker to find out how the type of car you choose will affect your insurance rates. One of our brokers would welcome the opportunity to find you the best coverage and value for your needs.

Call us today at
1-888-892-4935.





YOUR FEDERATION NEEDS YOU!

Please consider getting involved in one of our many Committees:

- STATUS OF WOMEN
- PROFESSIONAL DEVELOPMENT
- EQUITY AND SOCIAL JUSTICE
- NEW MEMBER
- POLITICAL ACTION
- SOCIAL AND WELLNESS
- HEALTH AND SAFETY

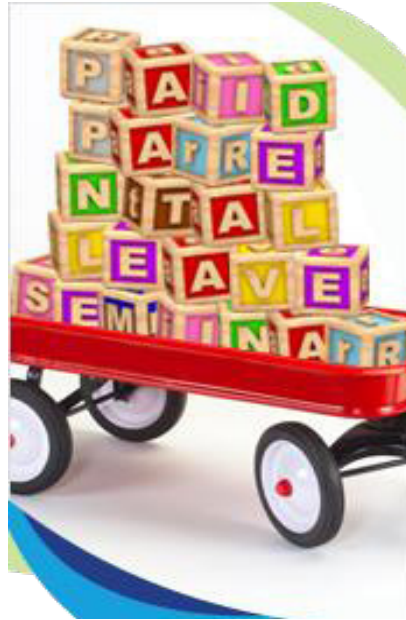
- **Mileage** and **food** is provided for attendance at the meetings.
- **Child Care** funding is also available.
- You can also **Skype** into the meetings if you so wish.
- Your involvement can be as little or as much as you like.

To contact a committee chair, please visit:

<http://www.etfohp.on.ca/executives/>

Please check our Local website for committee meeting dates:

<http://www.etfohp.on.ca/resources/calendar/>



NOVEMBER 10, 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 November 10th. R.S.V.P. to: smackay@etfohp.on.ca by November 3rd, 2016.



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

Rights and Responsibilities

Collective Agreement References

Benefit Entitlements

Returning from and/or Extending a Leave

SEB plans, EI issues, paying your pension

FEDERATION HOUSE

114 Victoria Ave
Belleville

www.etfohp.on.ca

November 10, 2016
5:00 pm



www.otip.com/HPE_ETFO

Combining home and auto can be a good idea!



Hastings Prince Edward ETFO members can save up to **50% off** home insurance!

Visit www.otip.com/HPE_ETFO or call 1-888-892-4935 to learn more!

OTIP is a proud partner of Edvantage



Terms and conditions apply. Visit www.otip.com/HPE_ETFO for details.

WORLD TEACHERS' DAY 2016.10.05

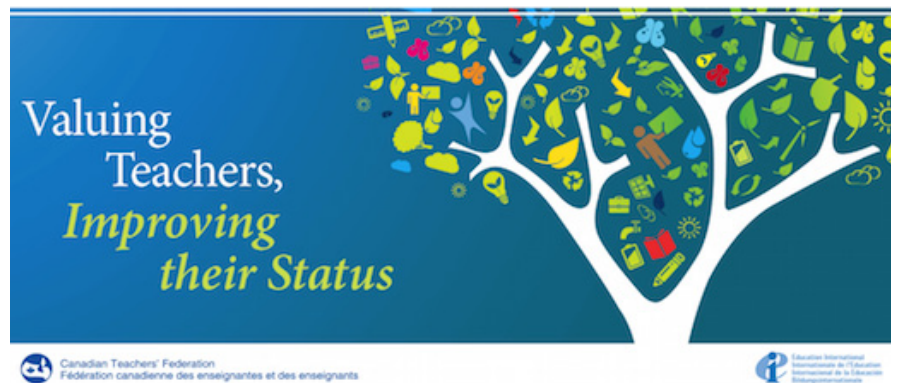
HARMONY Public School



ABOVE: *World Teachers' Day* lunch at Harmony Public School, catered by *Urban Herb*. The cost was split between the school and ETFO.



LEFT: Staff at Sir John A MacDonald received these for *World Teachers' Day*



BELOW: Steward Council — September 23

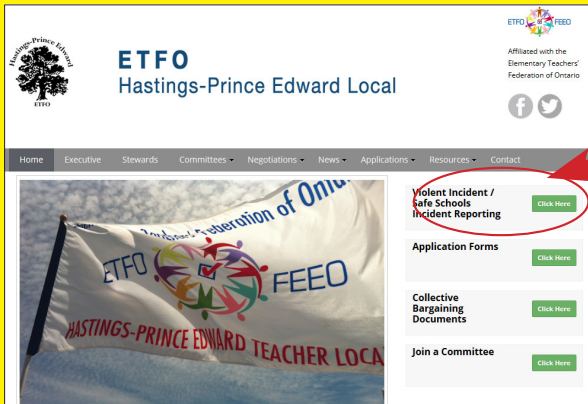


ALL TEACHERS MUST REPORT Accidents / Violent Incidents / Safe Schools Incidents to their PRINCIPAL as soon as possible!

All of this information is on our website.

Click the "Violent Incident / Safe Schools
Incident Reporting" button on the home page:

www.etfohp.on.ca



REMINDER: *Collection of Money by Classroom Teachers*

Only the top portion of the envelope is to be completed by the classroom teacher.

THE HASTINGS AND PRINCE EDWARD DISTRICT SCHOOL BOARD FUNDS RECEIVED ENVELOPE											
Scale/Activity Coordinator's Name: _____											
Signature: _____											
Date: _____											
Event: _____		Amount: \$		Event: _____		Amount: \$		Event: _____		Amount: \$	
TOTAL (should equal GRAND TOTAL): \$ _____											
Bills		Rolled Coins		Cheques							
Quantity	Amount	Quantity	Amount	Name	Amount						
\$5 x _____		1¢ x _____			\$						
\$10 x _____		5¢ x _____			\$						
\$20 x _____		10¢ x _____			\$						
\$50 x _____		25¢ x _____			\$						
\$100 x _____		\$1 x _____			\$						
Total Bills \$		Total Rolled \$			\$						
Loose Coins											
Quantity	Amount										
1¢ x _____											
5¢ x _____											
10¢ x _____											
25¢ x _____											
\$1 x _____		Total Cash:									
\$2 x _____		(Bills + Rolled Coins + Loose Coins)	\$								
Total Loose \$		Total Cheques:	\$								
		GRAND TOTAL:									
		(Total Cash + Total Cheques)	\$								
FOR OFFICE USE ONLY (to be completed by designated individual)											
Actual Funds Counted: \$					Difference (should be 0): \$						
Counted By (please print): _____					Date: _____						
Signature: _____											

For Teacher Use (top portion of the envelope)

For Office Use (bottom portion of the envelope)

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
<http://www.etfohp.on.ca/resources/calendar/>



Congratulations To:

- **Brittany Bajc** (Sir John A MacDonald) recently married *Aaron Gray*.
- **Vanessa Bierworth** (Hermon) on the birth of a baby girl *Hadley Jessica*, Sept 17th.
- **Rebecca Clemmer** (Maynooth) on the birth of her second daughter, *Kate* (7lb 9 oz) on September 19th.
- **Heather Enright** (Hillcrest) and *Nick* on the birth of their daughter *Aeris Nichola* (9lbs 1 oz) on September 2nd.
- **Natalie** (Park Dale) and **Trevor** (Stirling) **Joseph** on the birth of their daughter *Maeve Penelope* on July 7th.
- **Danielle Martin** (Frankford) who married *Lee Miller* in July.
- **Laura McTaggart** (Tyendinaga) and *Donnie* on the birth of their daughter *Ellie* (8lbs 11 oz) on August 2nd.
- **Kerri Storey** (Maynooth) on the birth of her son, *Todd*, on September 14th.



Our Sincere Condolences To:

- **Cheryl Andrade** (Frankford), **Dawn Carleton** (CML Snider), and **Tammy Billen** (Earl Prentice) who lost their mom, *Laura Anne Carleton* in August.
- **Donna Cox** (Harmony) who lost her Mother in September.
- **Nicole Stanley** (Harry J Clarke) on the loss of her grandmother.
- **Tracy Vanslyke** (Education Centre) whose father passed away.