

It's Elementary

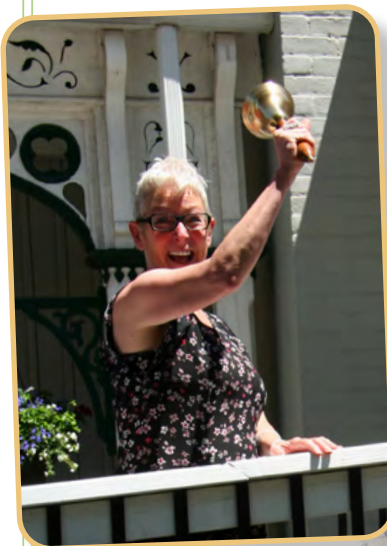
October 2022

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.

Celebration 2022 ETFO-HPE Retirees

On June 15th and 16th, Retirees from 2020-2022, 25 year Members, and many others gathered to celebrate these achievements!



↑ **Lori Shepard**
(Bird's Creek)



← **Catherine O'Brien** (Prince Charles Trenton) and
Steve O'Brien (Sophiasburg Central)



↑ **Julie Candler** (Foxboro)
(LEFT) with Jane Scalan-Price
(RIGHT) ETFO-HPE 2nd
Vice-President

↓ **Michelle Kennelly**
(Deseronto)



↓ **Elizabeth Cornall**
(Harmony)



↑ **Sonia Press and Stephanie
Manderville** (Stirling)



see more ETFO-HPE *Retirees* on page 4-5 →

PRESIDENT'S MESSAGE:



Welcome to the 2022-2023 school year! My name is Sarah MacKay and I am your ETFO Hastings-Prince Edward Teacher Local President. I look forward to my second term and third year as your president.

The ETFO Hastings-Prince Edward Elementary Teacher Local represents close to 700 contract teachers at 40 different worksites throughout Hastings County and Prince Edward County and we are here for all of you. I am proud to be a teacher and proud to be your President. Your union is your safety net, and we are here when you need us.

Central Collective Bargaining

Our Collective Agreement ended on August 31, 2022. ETFO has begun the process of central bargaining with the Ontario Public School Boards' Association (OPSBA) and the Crown. The last meeting was held on September 23, 2022 to establish a central bargaining list. There was a dispute over whether or not hiring would be a central bargaining item (ETFO) or a local bargaining item (OPSBA, the Crown). Central bargaining has now paused as ETFO has referred the dispute to the Ontario Labour Relations Board (OLRB) for a ruling. Visit etfocb.ca for information on Central Bargaining. If you are not receiving any correspondence directly from ETFO on bargaining and would like to, go to <https://etfocb.ca/stay-in-touch-2/easy-to-stay-in-touch/> for the many options available.

Local Collective Bargaining

Last year, our local Collective Bargaining Committee met to review the preliminary submissions made by the Board and by the Local in the last round of bargaining. The committee then sent out a survey to the membership for feedback on what members saw as priorities for our Local. This information is being used as we begin the process of writing our preliminary submission for this round of bargaining while still awaiting to learn the central table items

September Enrolment Imbalances

The Joint Staffing Committee met and made recommendations for school reorganizations. Decision-making is guided by several provisions in the Collective Agreement (school staffing averages and Grade 4-8 system-wide averages), and well as Ministry Regulations (a Kindergarten at cap, primary class size caps of 20, etc.), and some flexibility for school-based decisions which can be achieved within the CA and Ministry requirements. Enrolment increased this year as almost all students made their way back to in-school learning. Only the Virtual School saw a decrease in staffing while addition staffing was needed in 9 of our schools. This was good news as it allowed to us to recall all of the teachers who were still Surplus to the System at the beginning of the year. At the time of writing, the JSC has gone through the surplus process, the Recall process, the two rounds of mid-year transfers due to the September Enrolment Imbalances, and the increase of part time staff to full time. The Board is now in the process of hiring for the remaining unfilled positions. Unfortunately, as many of us know, this process does take time. We hope to have all staff in place as soon as feasibly possible.

Sarah MacKay
ETFO-HPE President

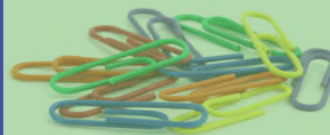
ETFO-HPE Honorary Life Membership (*& Retirees*)



André Mrozewski (LEFT) with Jane Scanlan-Price (RIGHT),
ETFO-HPE 2nd Vice-President



Dave Henderson (LEFT) with Sarah MacKay (RIGHT),
ETFO-HPE President



STATUS OF WOMEN COMMITTEE

Chair: Shani Doucet, Prince of Wales

Welcome back! I am excited to continue our successful book club in person this year as well as some new fun events. Watch your email for information and choices of books for this year. October 18th is Persons Day in memory of the famous 5 who fought for Women to be declared persons under Canadian law. October is Women's History month, please visit the website below to learn about women's history month, resources available and ideas:

<https://www.efo.ca/about-us/what-we-do/statement-on-social-justice-and-equity>

Keep an eye out in November for white ribbons for the White Ribbon Campaign in December. To learn more about this check out the website: <https://www.whiteribbon.ca>. The Status of Women committee chair is actively seeking new ETFO members to join this committee and help plan some fun events. Please send an email to statuschair.efohp@gmail.com if you are interested or want more information.



PROFESSIONAL LEARNING COMMITTEE

Chair: Lynn VanderWoude, Bird's Creek

We are hoping that we can return to more in person Professional Learning. We have a variety of plans in the works and we are always open to new ideas. If you would like to join the committee or have a workshop idea please reach out to Chair Lynn at plchair.efohp@gmail.com.



EQUITY AND SOCIAL JUSTICE COMMITTEE

Chair: Brooke Ray, York River

The Equity and Social Justice Committee is planning to offer ETFO Provincial workshops this year on a variety of equity topics including culturally responsive pedagogy. We are also interested in partnering with other equity seeking groups in the community to support projects and initiatives that promote equity and inclusion in the greater community. To connect with us or join the Equity and Social Justice Committee please reach out to Chair Brooke at equitychair.efohp@gmail.com.



NEW MEMBERS COMMITTEE

Chair: Sherry Simms, Trent River

We are very excited that we have new members in the Local this school year. The committee looks forward to hosting some in person events this year. We are co-sponsoring a Trivia Night at the Beaufort Pub on November 12. We are in the planning process for workshops for New Members this fall and winter. Please reach out to Chair Sherry newmembers.efohp@gmail.com if you would like more information or would like to join our committee.



POLITICAL ACTION COMMITTEE

Chair: Danielle Saunders, Queen Elizabeth

With municipal and trustee elections on the horizon, your Political Action Committee encourages everyone to get out and vote. Let's get our voices heard! What does a trustee do?

1. Trustees are members of a school board
2. Elected locally and are an education advocate
3. A trustee's role is to maintain a focus on student achievement, well-being and equity and to participate in making decisions that benefit the board's entire jurisdiction while representing the interests of their constituents.
4. Trustees must communicate the views and decisions of the board back to their constituents.

For information about local trustee candidates visit

<https://elections.ontarioschooltrustees.org/2022Election/Query.aspx?lang=en&board=Hastings+and+Prince+Edward+District+School+Board>

If you are interested in Politics and would like to join our committee please contact Danielle Saunders at pac.efohp@gmail.com



SOCIAL AND WELLNESS COMMITTEE

Chair: Derek Watt, Trent River

The Social Committee looks forward to a year of in-person events! We begin by providing money for each Staff to celebrate World Teacher's Day next week! We are also busy planning new events, as well as the return of familiar favorites. We look forward to seeing you!



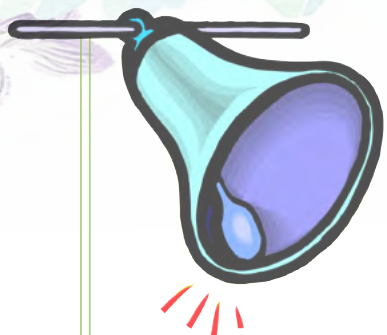
HEALTH AND SAFETY COMMITTEE

Chair: Kim Isaak, York River

We hope that everyone has had a safe and healthy start to the school year. As always we encourage members to scan the workplace for hazards and report them to their supervisor. We also should remind everyone that violent incidents must be reported through Clevr. The links can be found on our website <https://www.efohp.on.ca/accidentviolent-incident-reporting/>, including our own Violent Incident Reporting form. As well, on the October 24th PA day will include a half day of Violence Prevention Training.

Celebration 2022

Retirees *continued*



↑ **Kim Chapman**
(Queen Elizabeth Belleville)



↑ (LEFT) **Beth Vreugdenhil** (Prince Charles Trenton)
with Sarah MacKay (RIGHT), ETFO-HPE President



↑ **Val McTaggart**
(Central Hastings School)

↓ **Karen Dinsmore**
(Queen Victoria)



↑ **Melanie Maracle**
(Bayside Secondary)



↑ **Earl Wolff** (Stirling)



↑ **Vicki Madden** (Stirling)

*Best
Wishes
on your
New
Adventure!*



↑ **Jo Anne Peckham** (Trent River)



Kim Donald Brown ↑
(Prince of Wales)



↑ **Beth Power** (Susanna Moodie)



Jane Sprague ⇨
(Sir John A. MacDonald)

Is water damage covered by car insurance?

With floods claiming the top spot for Canada's most frequent natural hazard, and average annual precipitation increasing nationwide, many Canadian car owners are wondering how far their coverage extends when it comes to protecting their vehicles from water damage.

Whether or not your vehicle is covered for water-related damage depends on your insurance policy and how the damage occurred.



Read more at www.otip.com/article150.

Celebration 2022

25 year Member Recipients



Lee Waterhouse →
(Bayside Public School)

↓ Kim Caron (Stirling)



↑ Kim Chapman
(Queen Elizabeth Belleville)

↓ (LEFT) Pauline Jones (CML Snider) with Jason Surgent ETFO-HPE 1st Vice-President (RIGHT)



↑ Julie Cooney (Stirling)



↑ (LEFT TO RIGHT) Natalie Joseph, Tammy Douglas, and Deb Walker (Park Dale)



↑ (LEFT) Wendi Vivian (Stirling) with Sarah MacKay (RIGHT), ETFO-HPE President

↓ STIRLING STAFF: Carla Moore, Tracy Vanslyke, Julie Cooney, Kim Caron, Denise Jackson, Janet Bush, and Sheila Tracey

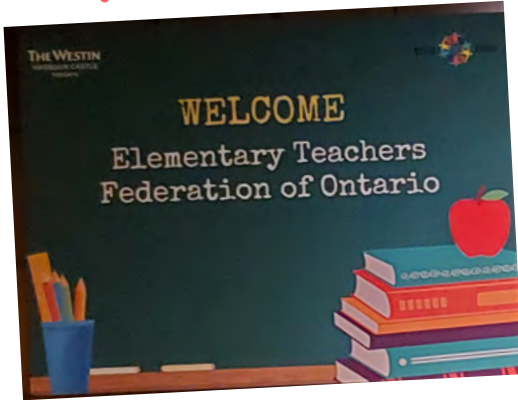




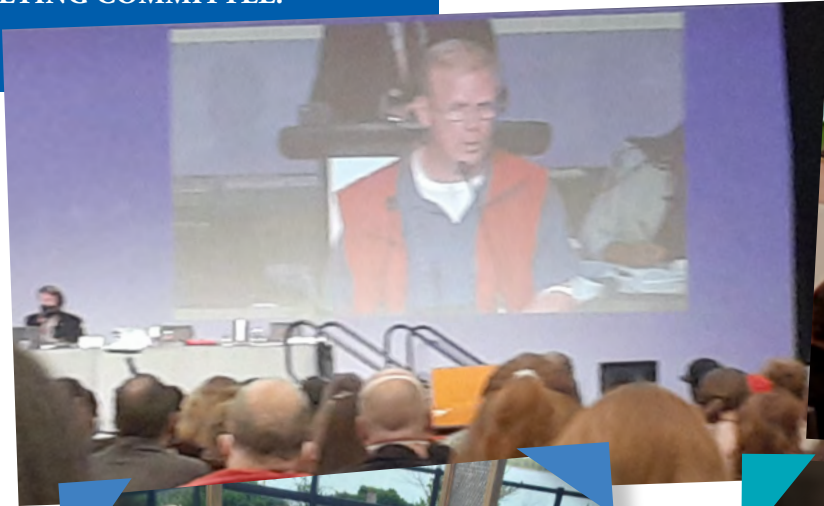
Elementary Teachers' Federation of Ontario

Annual Meeting

This year's ETFO Annual Meeting was held in Toronto from August 15-18. Over 600 ETFO members from across the province attend the ETFO Annual Meeting to receive reports of the officers and committees, to elect officers, to receive financial statements and to debate and vote on motions.



ETFO-HPE MEMBER DEREK WATT WAS CHAIR OF THE ANNUAL MEETING COMMITTEE.



Your Local representatives were Sarah MacKay, Jason Surgent, Jane Scanlan-Price, Amira Loney, Justine Bucknell, Lynn van der Woude and Ryan Blake.



Congratulations To:

- **Hailie Broek** (Tweed) — Baby Boy
- **Lindsey Paul** (SMES) — Baby Boy
- **Kindra Harris** (Maynooth) — Baby Boy
- **Adam Rivers** (Prince Charles Belleville) — Baby Girl
- **Nicole Young** (Marmora/Madoc Township) — Baby Girl
- **Kassandra Cagliostro** (CHS) — Marriage
- **Kelsey Beiman** (Prince Charles Belleville) — Marriage



Build Resilient Minds.

<https://member.starlingminds.com/landing/>

Our OTIP Benefits provide us access to *Starling Minds*. It is designed to help improve your mental fitness. *Starling Minds* is a self-guided digital program that is available 24/7, private, and tailored to you. Access tools to help better manage your mental health including daily checkups, guided training sessions, and a supportive community.

Based on Cognitive Behaviour Therapy, it can be used with medication or in-person therapy. The *Starling Minds* program is designed to help you better manage stress, anxiety, burnout and depression. Take simple steps to help you lead a healthier, happier life.



Our Sincere Condolences To:

- **Corey Tebo** (Foxboro) — Loss of Mother
- **Joanne Card** (Frankford) — Loss of Father-in-Law
- **Ashley Ridder** (SMES) — Loss of Father
- **Julie Kimball** (CHS) — Loss of Father-in-Law
- **Marsha Douglas** (BCPS) — Loss of Father-in-Law
- **Michelle Parker** (BCPS) — Loss of Mother-in-Law
- **Jodie Hannah** (Harmony) — Loss of Mother-in-Law

Investing 101: how to weather the storm during a recession



Educators FINANCIAL GROUP

Keep calm and carry on. That always seems to be the advice of the day when it comes to navigating volatility in the market. But when it comes to your money—and amidst a recession no less—is it enough to simply keep calm and carry on, or should you be taking another approach? Read on to find out: <https://bit.ly/3LpXY8L>. Brought to you by Educators Financial Group.

Retiring in the next five years?



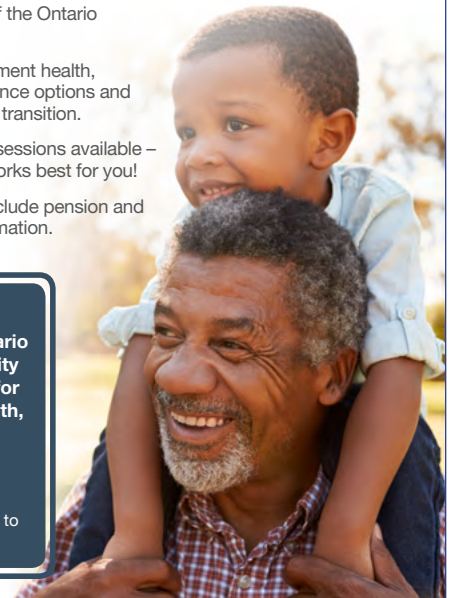
Join us for a free retirement planning webinar!

Benefits of our retirement webinars:

- Open to all members of the Ontario education community.
- Learn about your retirement health, dental and travel insurance options and how to easily make the transition.
- Evening and weekend sessions available – choose the time that works best for you!
- Select sessions also include pension and financial planning information.

Learn why more members of the Ontario education community are choosing OTIP for their retirement health, dental and travel insurance than ever before.

Visit otip.com/webinar to register today!



ETFO Hastings-Prince Edward Teacher Local

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Affiliated with the
Elementary Teachers' Federation of Ontario

www.etfohp.on.ca