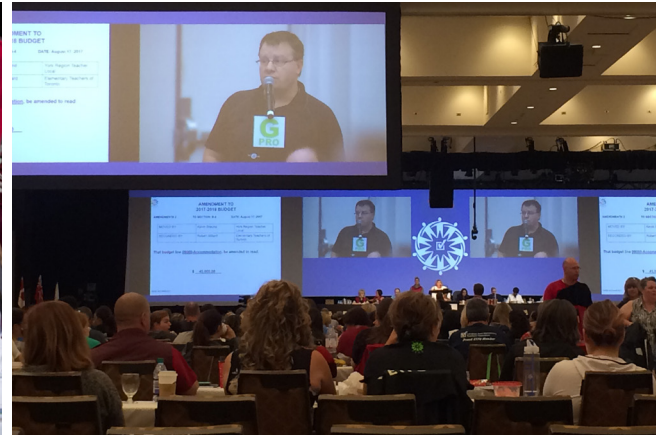


It's Elementary

SEPTEMBER 2017

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 ANNUAL MEETING — *Summer 2017*

Over 600 public elementary school teachers and education professionals (including our six delegates, one alternate and one functionary), representing 76,000 elementary public school teachers and education professionals across the province, attended the 2017 Annual Meeting of the Elementary Teachers' Federation of Ontario (ETFO) in Toronto from August 14-17 at the Sheraton Centre Toronto Hotel. Policies and directions for the coming year were set during the Federation's annual democratic forum and a new provincial executive was elected.

This year's social justice speaker was Nahanni Fontaine, a Status Ojibway from the Sagkeeng Anishinaabe First Nation in southern Manitoba. She is a Member of the Legislative Assembly of Manitoba for the riding of St. Johns. Ms. Fontaine's work has been at the forefront of raising awareness on Missing & Murdered Indigenous Women and Girls.

The members of the Hastings-Prince Edward Teacher Local can be proud of the representatives that they elected to send to the AGM (*Dave Henderson, Pierre Martin, Sarah MacKay, Jason Surgent, Jane Scanlan-Price, Ian Boyd, and Lynn van der Woude*). All were actively engaged and participated in the many debates/discussions that took place throughout the four day session.

You have no doubt heard of the motion which was passed on the last day calling on school boards to rename schools named after *Sir John A. Macdonald*. Our delegation voted against this motion, and there has been considerable press around this issue. In response to the outcry, the Local issued its own press release which is reprinted on page 5 of this newsletter. Unfortunately, this controversy has over-shadowed what should have been the main messages coming out of the meeting: increasing violence in schools, and the inequitable funding formula which short-changes elementary students. Another piece of good news which you may have missed is that there is no fee increase again this year.



Affiliated with the
Elementary Teachers' Federation of Ontario



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

Turn to page 9 to see more photos from the Annual Meeting

PRESIDENT'S MESSAGE:



To all returning teachers, welcome back! And to our 31 new ETFO members, welcome to the Local and good luck in your new positions!

Contract Extension

The 2017-19 contract extension is now in place, and members will have seen a 1.5% salary increase on the first pay of the school year on Aug. 18th. All members should check their pay stubs on My Empath to ensure that they are receiving the correct salary and are placed in the correct step on the grid. Please check the new salary grid which is printed below.

School Reorganization

The Joint Staffing Committee will be reviewing enrollment data on September 14th. Typically, many schools are required to reorganize due to several factors: 90% of the Board's primary classes (Grades 1-3) must be at or below 20 students; Grade 3/4 classes have a cap of 23, and there must be a Board-wide average for Grades 4-8 of 24.32. In addition, due to the terms of the contract extension, there is a cap on Kindergarten classes. A new regulation requires the Board to have 90% of

its kindergarten classes at or below 30 (next year, 29), with a hard cap of 32. Should enrollment increases result in additional staffing, positions will first be offered to teachers in any schools which are required to reduce. Additional vacancies, if any, will be considered mid-year vacancies under Article 5.02. If you are still interested in a move or a contractual increase, please contact the Local Office for an explanation of the process.

Timetable Survey

Please ensure that you complete the timetable survey and submit a copy of your complete timetable to your steward during the month of September. We use the survey to verify that all timetables are in compliance with the terms of the Collective Agreement (300 minute instructional day, 40-minute uninterrupted lunch, 80-minute supervision cap, 240 minutes of prep time, adequate travel time, etc.)

On behalf of Pierre and Sarah, I want to wish you the best for a successful school year. Please do not hesitate to call or email us if you have questions or need assistance.

Dave Henderson
ETFO-HP President

Don't forget to check your pay stubs on MyEmpath to ensure that you are being paid at the correct rates!



September 1, 2017 - 1.5%					
Year	Cat A	Cat A1	Cat A2	Cat A3	Cat A4
0	\$44,980	\$46,451	\$50,291	\$55,734	\$59,996
1	\$47,466	\$49,679	\$52,286	\$58,230	\$61,603
2	\$50,159	\$52,392	\$53,555	\$60,722	\$63,206
3	\$52,296	\$55,605	\$56,215	\$64,201	\$67,022
4	\$54,424	\$58,475	\$59,100	\$67,674	\$70,833
5	\$56,799	\$61,679	\$62,319	\$71,147	\$74,645
6	\$59,269	\$64,199	\$65,876	\$74,622	\$78,456
7	\$61,900	\$68,116	\$69,482	\$78,092	\$82,267
8	\$64,605	\$71,244	\$72,254	\$81,568	\$86,077
9	\$68,636	\$74,649	\$77,397	\$86,777	\$91,799
10	\$72,665	\$77,327	\$82,539	\$91,988	\$97,522
Ult	\$77,327				



BI-WEEKLY PAYROLL UPDATE – PLANNING AHEAD

According to the Collective Agreement L9.02.01, "Teachers and part-time Teachers on a pro-rated basis, will be paid all salaries owing or accruing due. Twenty-six or twenty-seven, as the case may be, equal installments to be paid every second Friday commencing with the last Friday in August. Payment shall be made on the Thursday where Friday is a holiday."

Based on an agreement made between the board and ETFOHP, the board will continue with the 26 pay period schedule until the 2020/2021 school year. The last of the 26 pay periods for the 2019/2020 school year will be July 31, 2020 and the first of the 27 pay periods for the 2020/2021 school year will be August 14, 2020. The last of the 27 pay periods for the 2020/2021 school year will be August 13, 2021. For the 2021-2022 school year we will go back to 26 pay periods commencing on August 27, 2021.

The result of the 27 pay periods in the 2020/2021 school year will be a reduction in your bi-weekly pay but with one extra pay in order to avoid a 3 week unpaid gap in the summer. Your total annual salary will not be affected.

COMMITTEE CORNER



STATUS OF WOMEN COMMITTEE

The *Status of Women Committee* is looking for additional Committee members to assist in organizing this year's activities. 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. Our meetings are generally held on the second Wednesday of each month, at 4:30 pm at Federation House.

Chair: Angela Silver, Trent River



PROFESSIONAL LEARNING COMMITTEE

The *Professional Learning Committee* is very excited to start the 2017-18 school year. We are working on plans for many exciting workshops and learning opportunities for our members. Watch this fall and winter for art and mindfulness sessions. We are also planning on offering sessions with an outdoor education focus. We are always looking for ideas for professional learning and welcome new members. Continue to watch your nonboard email for professional learning opportunities. Please email Jane Scanlan Price at plchair.etfohp@gmail.com if you are interested in joining us on the PL Committee.

Chair: Jane Scanlan-Price, Foxboro



EQUITY AND SOCIAL JUSTICE COMMITTEE

The *Equity and Social Justice Committee* develops and implements programs to promote awareness and respect for human rights issues. The chair of the committee, Ian McKendry will be attending *Provincial Leadership Training* in Toronto later this month. The committee will be meeting once a month. Please check the ETFOHP online calendar at <http://www.etfohp.on.ca/resources/calendar> for dates and times. Dinner is provided at our meetings.

Chair: Ian McKendry, Tweed



NEW MEMBER COMMITTEE

The *New Member Committee* would like to start off by congratulating all the new contract teachers. We know this is a stressful and exciting time for you and we want you to know that you can contact us if you have any concerns or questions. Please check your personal email in October for an invitation requesting your presence to an ETFO information session. It involves release time and it will be a very informative meeting.

Chair: Sherry Simms, Trent River



POLITICAL ACTION COMMITTEE

The *Political Action Committee* is anticipating another busy year. There will be a provincial election in June, 2018. The focus of the Political Action Committee will be to bring education issues to the public's attention in the run up to the election. If you are interested in joining the PAC, please contact Danielle Saunders at pac.etfohp@gmail.com.

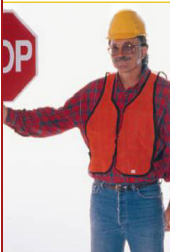
Chair: Danielle Saunders, Queen Elizabeth, Belleville



SOCIAL AND WELLNESS COMMITTEE

The *Social and Wellness Committee* will be organizing social events and wellness activities throughout the year. Stay tuned for news on upcoming events. If you have any questions or are interested in joining the committee, contact Derek Watt at social.etfohp@gmail.com

Chair: Derek Watt, Trent River



HEALTH AND SAFETY COMMITTEE

The *Health & Safety Committee* meets on the last Wednesday of each month at 5pm at Federation House. Our first meeting is September 27th. The focus this year continues to be the safety of our members and the reduction of violent incidents in our schools. We encourage all our members to refresh themselves with the online reporting of incidents and continue to report any and all offences. If you have any questions or concerns about Health & Safety contact Jason Surgent/Jane Scanlan-Price healthandsafety.etfohp@gmail.com or Gavin Foster healthandsafety2.etfohp@gmail.com . **Stay Safe!**

Chair: Jason Surgent, Maynooth



ARTS COMMITTEE

New to the Hastings Prince Edward Teacher Local this year is the *Arts Committee* following a motion passed at the April 27, 2017 Local Annual Meeting. This committee will discuss members thoughts, ideas and issues around the arts in our community. The committee will work to serve our members both in and out of the classroom. Whether you are a teacher of the arts or simply an enthusiast, this committee will provide as much support as it can to the needs of our members. If you are interested in participating as a member of this committee please contact the local office 613-968-3707.

Chair: TBD

Local teachers union president won't support controversial Sir John A. motion

NEWS Aug 27, 2017 by Stephen Petrick ✓ Belleville News



A statue of Sir John A. Macdonald stands high in front of Queen's Park. Macdonald was prime minister during the time the government approved the first residential schools in the country and the union says his name should be removed from schools in the province. — Vince Talotta, Toronto Star

Belleville — The local ETFO chapter president says he won't support his own union's motion to call for the renaming of schools named after Sir John A. Macdonald, Canada's first prime minister.

Dave Henderson, the president of the Elementary Teachers' Federation of Ontario's Hastings-Prince Edward chapter, spoke about the issue with the Belleville News, days after the union made headlines for the motion, passed at its recent annual general meeting.

"The people who put this motion forward talked about it being about reconciliation," he said. "But reconciliation is about forgiveness and moving forward. This is about finding scapegoats."

The official statement, released by the ETFO on Aug. 24, says "the motion recognizes that Macdonald has been celebrated based on an incomplete version of Canadian history. As a central architect of the Indian Act and residential schools, Macdonald played a key role in developing systems that perpetuated genocide against Indigenous people.

"Passing this motion recognizes the impact this history has on all of our students, but specifically on Indigenous students, parents and educators."

The motion plays on the momentum going in the southern United States, where there's new and intense discussion about removing statues of Confederate heroes, given that many of them fought for slavery and don't properly pay tribute to African American's contributions to the country. The same issue was at the heart of the recent violence in Charlottesville, Va.

Henderson was at the meeting and voted against the Sir John A. Macdonald move. He said it was passed toward the end of the day when many delegates had left. Despite that, he recognized that a clear majority were in favour. But he told the union's president he would not support the motion publicly.

Henderson also wrote to Hastings Prince Edward District School Board officials and asked them to ignore any calls to action as a result of this motion. That likely means there won't be a push to name the Sir John A. Macdonald School, an elementary school located in Belleville's west end.

Henderson, who teaches history at the senior elementary level, says he's in favour of teaching Canadian history truthfully "warts and all" but he feels a more appropriate way to better honour Indigenous communities would be to make an effort to name more schools after important First Nations leaders.

His chapter put out its own press release late Friday saying "This motion is not in the spirit of reconciliation or the recommendations of the Truth and Reconciliation Commission on residential schools. While it is an historical fact that Sir John A.'s government carried out a policy which ultimately was judged a failure and which left First Nations communities badly damaged, it is also true that all successive governments until the 1990s continued this policy. That list contains other prime ministerial giants such as Laurier, Borden, Mackenzie King, and Pierre Trudeau. That is a lot of renaming to do."

Henderson told the Belleville News he's also concerned about how the story is impacting ETFO's brand. He's been reading online comments on the issue and observed that "99 to 1" seem to be against it.

He said the motion will have to stand until next year's AGM, when union members could potentially vote to rescind it.

However, he's not worried it will lead to significant change, as the renaming of a school is a very public process that would involve input from trustees and the public.

"I would think if trustees polled the public they'd find people don't have an appetite for it," he said.

Meanwhile, the Hastings Prince Edward District School Board is staying clear of the issue for now.

"We are aware of a resolution that the provincial ETFO passed," said the board's communication director, Kerry Donnell, in a statement.

"We need to gather more information and connect with a number of different parties before any additional statements can be made, and that will take some time."

ETFO HASTINGS - PRINCE EDWARD

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PRESS RELEASE

August 25, 2017

HASTINGS-PRINCE EDWARD ELEMENTARY TEACHERS OPPOSE ANNUAL MEETING MOTION TO RENAME SCHOOLS HONOURING SIR JOHN A. MACDONALD

The Elementary Teachers' Federation of Ontario passed a motion in the final minutes of its Annual Meeting last week to lobby district school boards to rename schools named after Sir John A. Macdonald.

The Hastings-Prince Edward teacher delegation at the Annual Meeting voted against this motion, and the Local President, Dave Henderson, spoke strongly in opposition. Addressing the delegates, Henderson said, "This motion is not in the spirit of reconciliation or the recommendations of the Truth and Reconciliation Commission on residential schools. While it is an historical fact that Sir John A.'s government carried out a policy which ultimately was judged a failure and which left First Nations communities badly damaged, it is also true that all successive governments until the 1990s continued this policy. That list contains other prime ministerial giants such as Laurier, Borden, Mackenzie King, and Pierre Trudeau. That is a lot of renaming to do!"

The motion was presented as an act of reconciliation with First Nations, Metis, and Inuit communities, but there is nothing in the 94 Calls to Action in the Truth and Reconciliation Commission's Report which would justify what the motion seeks to do. There is no call to rename public buildings, or tear down monuments. In the words of the Truth and Reconciliation Commission, "reconciliation is about opening up new healing pathways forged in truth and justice." Reconciliation is not about revenge, scapegoating, or dividing society.

No one is pretending that Sir John A. Macdonald, or any of his contemporaries, was perfect. However, his principal legacy is undoubtedly the creation of Canada, a country which is a beacon of tolerance and freedom to the entire world. Without Sir John A., Canada simply would not exist, and the world would be the poorer for it.

The Hastings-Prince Edward Elementary Teachers' Local has contacted the HPEDSB to urge them to take no action on any lobbying done by the provincial organization on this issue. Henderson said, "Instead of renaming Sir John A. Macdonald Public School, which would dishonour his principal legacy of nation-building, the Local would urge HPEDSB and other school boards to consider naming new schools after historical First Nations leaders, particularly those who were contemporaries of Macdonald. That would be in the true spirit of reconciliation and the TRC's Calls to Action."

Celebration DINNER

June 15, 2017

Thank you to all who joined us in celebrating and giving recognition to our dedicated, professional colleagues.

New Members



Sherry Simms and Derek Watt acknowledging New Members



New Member **Melissa Palmateer** received her wooden apple from Sherry Simms

2017 President's Award



Jason Surgent receiving the **President's Award** from Dave Henderson

Honorary Life Membership



Colette Freeman receiving her **Honorary Life Membership** from Sarah MacKay



Shirley Barker receiving her **Honorary Life Membership** from Pierre Martin

25 years of ETFO Service



Nancy Warren receiving her 25 year glass apple from Shirley Barker



Lenka Romanick receiving her 25 year glass apple from Shirley Barker



Kim Isaak receiving her 25 year glass apple from Shirley Barker



2017 Retirees



Jason Surgent, Derek Watt, and Jane Scanlan Price acknowledging the Retirees



Retiree Denise Lewis receiving bell from Jason Surgent



Retiree Wanda Tedford receiving bell from Derek Watt



Retiree Angela Hawn receiving bell from Derek Watt



Retiree Lori Newman receiving bell from Derek Watt



Retirees Judith Murphy (LEFT) and Joy Petch (RIGHT)



Retiree Betty Kuhn receiving bell from Derek Watt



Retiree Colette Freeman receiving bell from Jason Surgent



Retiree Shirley Barker receiving bell from Derek Watt



Retiree Diane Carson receiving bell from Jason Surgent



Retiree Brenda Scott receiving bell from Jason Surgent



Retiree Lenka Romanick receiving bell from Jason Surgent



Retiree Vivian Thompson receiving bell from Derek Watt



The Ringing of the Bells

Retiring but not pictured: Lynn Alloj, Wendy Green, Sheila Jacobs, Janice Manning, Karin Patterson, Dave Reynolds, and Carl des Granges

ETFO ACTION

on Violence in Schools

Making our Schools and Workplaces Safe

ETFO's call to action and strategy to address violence in school board workplaces involves many stakeholders and it starts with collaboration, training and accountability.

Your Right to a Safe Workplace

Under the *Occupational Health and Safety Act*:

- Your principal has a duty to provide you with information about the risks of harm from a person with a history of violence. This duty happens if two factors are in place: you can be expected to encounter that person in the course of your work, and the risk of workplace violence from that person is likely to expose you to physical injury. There are limits on the disclosure of this information to what is "reasonably necessary" to protect you from physical injury.
- You may refuse to work or do particular work where you have reason to believe that the work is likely to endanger you. Work refusal is sometimes necessary. If you are a teacher, the legislation limits your right to refuse work due to your responsibilities to the students. If you believe you are being endangered by workplace violence, then report your concerns to the principal right away and get immediate assistance. Contact your ETFO local for advice and support.

Everyone Has a Responsibility Concerning Workplace Violence

ETFO has identified that a lack of compliance to policy and program requirements by some principals and school boards has put a "chill" on reporting, investigating and dealing with workplace violence and serious student incidents. The Federation is working with the government, school board representatives and other unions to improve reporting systems, increase compliance by boards and principals and encourage a stronger health and safety culture with appropriate training within school boards. While these efforts continue, it's important to remember how the reporting system should work.

ETFO Members:

- Under the *OHSA*, ETFO members have specific duties to report workplace violence.
- Under the *Education Act*, ETFO members have specific duties to report serious student incidents. These duties are further described in Ministry policies PPM 144 and PPM 145.
- Should workplace violence cause an injury or illness, an accident/injury/illness report is required. It is just as important to seek medical attention for psychological and emotional harm as it is for physical injury when workplace violence happens.
- Your duties to report workplace violence and serious student incidents cannot be limited by age, needs or other mitigating factors. If you are having difficulties making these required reports, get in touch with your steward or ETFO local as soon as possible to get support.

School Boards & Principals:

- School boards and principals are required to investigate and deal with reports of workplace violence and serious student incidents.
- Both are required to conduct assessments of the risks of violence as often as necessary to continue to protect ETFO members from the risks of harm.
- Both are required to take measures and procedures to control identified risks. In the school setting, these steps could include, for example, a safety plan, a behaviour plan, staffing and supports.

ETFO Support for Members

Contact your ETFO local for advice and support at etfo.ca/link/locals. You can also contact ETFO provincial staff in Professional Relations Services at 416-962-3836/1-888-838-3836. For information and resources on workplace violence and serious student incidents, visit etfohealthandsafety.ca.



Elementary Teachers' Federation of Ontario
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Fax: 416-642-2424
Website: www.etfo.ca



ETFO ANNUAL MEETING — *Summer 2017 continued*

Hastings-Prince Edward Teacher Local representatives at this year's ETFO Annual Meeting:
 (BACK ROW) *Pierre Martin* and *Sarah MacKay*,
 (MIDDLE ROW) *Jane Scanlan-Price*, *Jason Surgent*, and *Dave Henderson*,
 (FRONT ROW) *Lynn van der Woude* and *Ian Boyd*



ABOVE: *Derek Watt*
(Steering Committee)



BELOW: *Dave Henderson* (Local President)
hosting the Town Hall Meeting



ABOVE: Hastings-Prince Edward Teacher *Gavin Foster* (Harry J Clarke) is acknowledged for being the chair of the *Provincial Arts Committee*



TO BE COPIED AND SHARED WITH ALL MEMBERS

COMMUNIQUÉ



June 12, 2017
Volume 20 No. 2

Ontario Teachers' Federation • 1300 Yonge Street • Toronto • Ontario • M4T 1X3 • 416.966.3424 • FAX : 416.966.5450

OTF released the following to the media earlier today.

Full inflation protection for retired teachers and a contribution rate reduction for active teachers

TORONTO, June 12, 2017 — The Ontario Teachers' Federation (OTF) and the Ontario Government, joint sponsors of the \$175.6 billion Ontario Teachers' Pension Plan (Plan), will use a portion of the \$11.5 billion surplus in the Plan (as of January 1, 2017) to complete the restoration of inflation protection for teachers who retired after 2009. As well, the contribution rate for the Plan's active members will be reduced by 1.1%. Both changes are effective January 1, 2018.

"Conditional inflation protection has proven to be an effective tool for managing Plan deficits and now, for the fourth year in a row, the sponsors will use some of the surplus to finish the restoration of indexing that pensioners lost in recent years," said OTF President Mike Foulds. "In addition, the Plan's active members will enjoy a 1.1% reduction in the contribution rate. The remainder of the surplus will be kept in reserve to provide benefit and contribution rate stability against future funding challenges such as low interest rates and increasing longevity, both of which increase the Plan's liabilities."

Pensioners who retired after 2009 will receive a one-time increase in January 2018 to restore their pensions to the levels they would have been at, had

full inflation protection been provided each year since they retired. They will also receive a slightly higher inflation increase next year for the portion of their pensions earned after 2009. Cost-of-living increases for this portion of pension credit will equal 100% of the annual increase in the Consumer Price Index (CPI), up from the current level of 90%. Pension credits earned before 2010 remain fully inflation-protected.

Active Plan members will enjoy a 1.1% reduction in the contribution rate they pay to the Plan.

Last March, Teachers' reported its fourth surplus in a decade. A preliminary funding valuation showed that the Plan was 105% funded at the beginning of 2017, based on current benefits and contribution rates.

For more information on these changes, please go to www.otpp.com.

Beyond the Walls: Uncovering the Curriculum Using Outdoor Spaces



“A growing body of research suggests that connecting to the natural world contributes to children’s mental, physical, emotional, and spiritual health and well-being. Children’s natural curiosity and sense of wonder can be fostered by providing them with many opportunities to learn outdoors.” *(The Kindergarten Program, page 34).*

Twenty-seven HPEDSB educators, ranging from Kindergarten to Grade 6, spent two days together in August exploring how outdoor learning experiences can enhance connections to the curriculum. Throughout this time core routines and structures for taking children outside were modelled as educators engaged in a wide range of outdoor experiences to explore knowledge building practices and plan for embedded assessment opportunities to support student learning.

Some experiences during the two days included:

- Oral storytelling was a foundational component of the learning that was used to inform or instruct, raise questions and to evoke the world of imaginative play.
- Creating maps on pieces of canvas, with clay or natural materials helped each person connect to a living memory. Maps are a tool to help orient us, bring landscape to life and show us gaps in what we notice. They also help build a sense of belonging and connection to place.
- Learning to observe closely, ask questions and notice things that would otherwise go unnoticed was explored as an element of deep learning.
- Nature journals were used as a method to support student inquiry and observation, memory and connection.
- A variety of provocations were explored demonstrating how the outdoors can be brought inside and how the outdoors can be used to explore the curriculum.
- Back pocket games are games that require little or no materials and can be played anywhere. These games can be used to focus, build community and help students connect to environmental and ecological systems in a meaningful way.
- Connections were made to the Indigenous Learning Model and how hands-on experiences in nature can provoke curiosity and deepen learning experiences.
- A Knowledge Building Wall was created to document the learning and make connections between experiences during the course of the two days.

Thanks to the support of ETFO and the Indigenous Education funds through Curriculum Services, educators left the workshop with many materials and resources to implement the new learning outdoors with their students.

Teresa Hadley

Instructional Coach, Math Coach K-8, Social Studies, Outdoor Education/Frink Centre
Hastings and Prince Edward District School Board





Continuing our exclusive partnership with OTIP!



For more information and to learn about the discounts available to you, including up to 50% off your home insurance*, visit otipinsurance.com/ETFO-Save or call 1-888-892-4935.

*Restrictions may apply, contact us for details.



Barbara Crothers passed away on Saturday July 8, 2017. Barbara began her teaching career in September 2001 as an elementary teacher working part time at Frankford Public School and Stirling Junior School until September 2003 when she became full time at Stirling Public School.

Barb was a vibrant outdoor enthusiast. Her spirit of adventure and love for her family defined her. She was a skilled gardener and athlete. Her respect and love for the environment are values she passed to her children, grandchildren and students.

Barb will sadly be missed by the Stirling school committee and her ETFO colleagues.

LTD Premiums Deductions – Did you know?

Once you have reached age 65 or are eligible for a 62% unreduced pension (you have 31 credited years of service and have reached the 85 factor) you are no longer eligible for LTD. If this applies to you, you do not have to have LTD premiums deducted from your pay! It is your responsibility to inform the board that you are no longer eligible for LTD and to request termination of LTD premiums. Application for termination by contacting the board is recommended when a member completes 30 years of credit with OTHP to ensure that the termination of LTD premiums occurs at the appropriate time.

WHERE IS PETIT PIERRE?



Find the Petit Pierre drawing hidden within this newsletter and forward its location to smackay@etfhp.on.ca by September 29, 2017. Names will then be drawn for a \$25 gift certificate..

Last June's winner was Amira Loney from Athol-South Marysburgh. Amira won a \$25 gift certificate to Personal Service Coffee.

Our Sincere Condolences To:

- **Will Crothers** (Harmony) on the passing of his sister **Barb Crothers** (Stirling)
- **Melissa Flower** (Queen Elizabeth, Belleville) and **Brendan Coffey** (Queen Elizabeth, Belleville) on the passing of their Nana
- **Lena Marchand** (Frankford) whose Father passed away
- **Jodie Hannah** (Harmony) on the passing of her Father-in-Law

Congratulations To:

- **Adam and Melissa Burns** (Frankford) who had a baby girl this past summer.

ETFO Hastings-Prince Edward Teacher Local

www.etfhp.on.ca



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

