

# It's Elementary

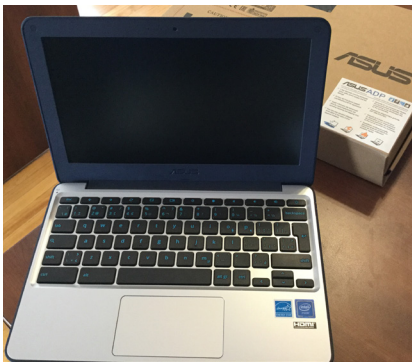
SEPTEMBER 2018

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.

## Chromebook Draw

 Efto Hastings Prince Edward



Join the ETFO Hastings Prince Edward Local Facebook page and your name will be entered in a draw for an **ASUS C202 Chromebook**.

The draw will take place on October 5 and the winner will be announced on our Facebook page.



Affiliated with the  
Elementary Teachers' Federation of Ontario



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

Elementary Teachers' Federation of Ontario Hastings-Prince Edward Teacher and OT Locals  
Ontario Secondary School Teachers' Federation District 29

# WTD OPEN HOUSE

@ Federation House

Friday October 5<sup>th</sup>, 2018

*social & snacks* Drop in 3-8 p.m.

WORLD TEACHERS' DAY  
2018.10.05

Teachers,  
the **heartbeat** of  
public education



Canadian Teachers' Federation  
Fédération canadienne des enseignantes et des enseignants

[www.ctf-fce.ca](http://www.ctf-fce.ca)



114 VICTORIA AVE.  
BELLEVILLE, ON K8N 2A8



## PRESIDENT'S MESSAGE:



### Welcome Back

Welcome back to a new school year to all ETFO members. As this is the final year of the contract extension, we can expect to hear a lot more about the future of contract negotiations as the year progresses. With the election of a new provincial government in June, that is about the only safe prediction I am prepared to make.

Already, the situation has become very rocky with changes to the curriculum, a freeze on school improvements, and the introduction of the "snitch line". ETFO remains committed to advocating against the repeal of the 2015 Health curriculum, and at the Annual Meeting in August, ETFO has affirmed their support for members who may be the subject of complaints in this area.

### Staffing

The Joint Staffing Committee has 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 new cap for Kindergarten at 29, primary class size caps of 20, etc.), and some flexibility for school-based decisions which can be achieved within the CA and Ministry requirements. Although enrollment is down slightly over projections, in order to achieve the requirements listed above, it was necessary to add several positions. This year, Prince Charles (Trenton) was the only school required to reduce by one, while a number of other schools have seen their staffing levels increased. At the time of writing, we are in the middle of filling the resulting vacancies and increasing contractual entitlement for part-time teachers. At the end of the process, several new teachers will be hired. In another development, after a one-year trial, the Joint Staffing Committee has decided to apply the process for filling vacancies to all September Enrollment vacancies as well as vacancies created by mid-year retirements, leaves, etc. After many years of negotiating, the old "pink sheet" process of applications, portfolios, and interviews is no more. We expect a Letter of Agreement confirming this practice to be signed shortly.

## CAPTION CONTEST

Come up with the funniest caption for this photo and you could win a \$25 gift card.

*For context, this picture was taken during the "Sex-Ed Rally" on August 14<sup>th</sup>*

**CLOSING DATE FOR THIS CONTEST IS OCTOBER 5<sup>th</sup>**



### Annual Learning Plans

Each year, teachers must submit Annual Learning Plans outlining their professional goals for the year. ETFO recommends keeping ALPs to two goals which are teacher-directed. Goals do not have to be related to Board or School Improvement Plans. Although, there is no deadline for the submission of the ALP, the completion date should be June 30, 2019. Only TPA teachers are required to have meetings regarding ALPs. Teachers not undergoing a TPA this school year do not have to meet to discuss and sign the ALP unless either the teacher or the principal requests a meeting. A template for the ALP is on the ETFO provincial website.

### Pay Increase and Retroactivity

The first pay of the school year was on August 17<sup>th</sup>. All members should check their pay stubs to ensure that a 1% salary increase was applied. Another 1% increase will take place on February 1<sup>st</sup>. If you took a course over the summer, please ensure that HR knows when the course finished. Under the Collective Agreement, category increases take effect on the first day worked following completion of the course. Because QECO ratings can sometimes take several weeks and do not refer to the course completion date, it is important to provide HR with documentation about the course completion date so that full retroactivity will be applied. If you have any questions, please contact the Local Office.

### Federation House World Teacher Day Open House

Please join us after school on Friday, October 5<sup>th</sup> for a celebration of *World Teacher Day* and to see the renovations and restorations, both inside and out, which have taken place over the last two years. The event is co-sponsored by our Fed House colleagues in OSSTF and HAPE-OTL.

### Trustee Elections

Municipal and school board elections are scheduled for October 22<sup>nd</sup>. Although some trustees are running unopposed, there are a number of elections taking place. If you live in a contested area, please take the time to find out more about the trustee candidates. It is imperative that we have knowledgeable trustees making decisions which are in the best interests of teachers and students.

### A Personal Note

Thank you for all the cards and messages of sympathy and support I received upon the death of my father just before the beginning of the school year. Your kindness is greatly appreciated. A special thanks to Vice-Presidents Sarah MacKay and Pierre Martin for undertaking all the school year start-up activities in my absence. I am truly grateful for the support of such terrific friends and colleagues.

*Dave Henderson*  
ETFO-HP President

Committees usually meet once per month. To see the dates for committee meetings, please visit <http://www.etfohp.on.ca/resources/calendar>



## STATUS OF WOMEN COMMITTEE

The *Status of Women Committee* organizes events and raises awareness of issues in order to enhancement the status of women in the Local. The committee also collaborates with other community-based women's organizations. In the past, the committee has participated in the *Take Back the Night March*, the *White Ribbon Campaign* and held a local women's retreat. The committee meets monthly. If you are interested in joining the *Status of Women Committee*, please contact the Chair, Angela Silver at [statuschair.etfohp@gmail.com](mailto:statuschair.etfohp@gmail.com) .

*Chair: Angela Silver, Trent River*



## PROFESSIONAL LEARNING COMMITTEE

The *Professional Learning Committee* organizes various professional development opportunities in the Local often enlisting the resources of the Provincial organization. Workshops take place after school, or sometimes with release time according to provincial guidelines. If you are interested in joining the *Professional Learning Committee*, please contact the Chair, Jane Scanlan-Price at [plchair.etfohp@gmail.com](mailto:plchair.etfohp@gmail.com) .

*Chair: Jane Scanlan-Price, Foxboro*



## EQUITY AND SOCIAL JUSTICE COMMITTEE

The *Equity and Social Justice Committee* develops and implements programs, usually in the form of workshops, designed to promote awareness of equity and social justice, and to encourage greater participation of members from equity-seeking groups. The committee also works to assist members in self and other awareness of and respect for human rights issues. The committee also liaises with the Board and Provincial ETFO regarding equity issues. If you are interested in joining the *Equity and Social Justice Committee*, please contact the Chair, Ian McKendry at [equity.chair.etfohp@gmail.com](mailto:equity.chair.etfohp@gmail.com) .

*Chair: Ian McKendry, Centennial*



## NEW MEMBERS COMMITTEE

The *New Members Committee* plans workshops and social events focussing on support for and participation from teachers in their first five years. The committee works to educate new members on their role and responsibilities as members of the Local Union. If you are interested in joining the *New Members Committee*, please contact the Chair, Sherry Simms at [newmembers.etfohp@gmail.com](mailto:newmembers.etfohp@gmail.com) .

*Chair: Sherry Simms, Trent River*



## POLITICAL ACTION COMMITTEE

The *Political Action Committee* promotes awareness of political issues within the Local and participation in the political process. The committee becomes involved in election campaigns at all three levels of government. If you are interested in joining the *Political Action Committee*, please contact the Chair, Danielle Saunders at [pac.etfohp@gmail.com](mailto:pac.etfohp@gmail.com) .

*Chair: Danielle Saunders, Queen Elizabeth*



## SOCIAL AND WELLNESS COMMITTEE

The *Social/Wellness Committee* organizes social events and wellness activities for the Local in a variety of geographic locations designed for active participation and teacher morale. If you are interested in joining the *Social Committee*, please contact the Chair, Derek Watt at [social.etfohp@gmail.com](mailto:social.etfohp@gmail.com) .

*Chair: Derek Watt, Trent River*



## HEALTH AND SAFETY COMMITTEE

This committee informs and advises Local Members of health and safety issues. It also aims to educate Local members on their roles and responsibilities to maintain a safe workplace. If you are interested in joining the *Health and Safety Committee*, please contact the Chair, Jason Surgent at [healthandsafety.etfohp@gmail.com](mailto:healthandsafety.etfohp@gmail.com) .

*Chair: Jason Surgent, Maynooth*



The *Arts Committee* discusses members' thoughts, ideas and issues around the arts in our community. The committee works 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 provides as much support as it can to the needs of our members. If you are interested in joining the *Arts Committee*, please contact the Chair, Gavin Foster at [healthandsafety2.etfohp@gmail.com](mailto:healthandsafety2.etfohp@gmail.com) .

*Chair: Gavin Foster, Harry J Clarke*

ANNUAL ETFO HASTINGS-PRINCE EDWARD

# Celebration DINNER

June 21<sup>st</sup>, 2018



Belleville Theatre Guild actors from "Annie Get Your Gun" entertain ETFO members.



## New Members



## Honorary Life Member



(second from right) Karen Haveman receiving the ETFO Honorary Life Membership certificate from ETFO-HP Executive



# ETFO-HP 2018 Retirees



Laura Bass



Catherine Blakely



Mary Callaghan



Kevin Gannon



(RIGHT) Retiree  
Karen Haveman  
speaking for  
fellow retirees



Kitty O'Flynn



Maurice LaBelle



Dawn Mau



Deb McNaught



Rod Moffitt



(LEFT) Mary Ann Robertson



(LEFT) Diana Sheridan



ETFO members "Toast to the Retirees"



# 2018 Annual General Meeting

## UNITED • INCLUSIVE • STRONG

Thanks to Dave Henderson, Pierre Martin, Sarah MacKay, Jason Surgent, Jane Scanlan-Price, and Justine Bucknell who attended as delegates at the ETFO Annual Meeting in August. Thanks also to Lynn van der Woude who attended in the role as alternate, and André Mrozewski, Derek Watt, and Jade Holloway who gave up some of their summer holidays to work as “functionaries”. Hastings-Prince Edward was well represented!

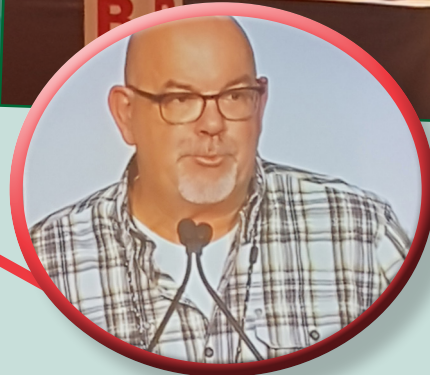
Although this was not an ETFO election year, the actions of the Ford government led to much debate and controversy, including a march to Queen’s Park to protest the repeal of the health curriculum. Financially speaking, there will be no increase to ETFO fees this year.



**Marlene Sutton** being acknowledged as Chair of the Provincial Early Years Standing Committee



**Jade Holloway**  
Annual Meeting functionary



**André Mrozewski**  
Chair of the Annual Meeting Committee

Jane Scanlan-Price speaking at the mic



# AGM Annual Dinner

(LEFT) Sarah MacKay  
(RIGHT) Justine Bucknell



Brenda Hall on the ETFO 20<sup>th</sup> Anniversary video



(LEFT TO RIGHT) Derek Watt, Pierre Martin, Jane Scanlan-Price



Jason Surgent and Lynn van der Woude

# 5 Reasons You Should Consider *Unplugging*



Between texts, emails, phone calls, calendar alerts and notifications from multiple social media platforms, being connected can seem like a full-time job. So much so that it's easy to forget that an off switch even exists.

It's a good idea to periodically re-evaluate your relationship with technology and consider making the choice to 'unplug' yourself from your devices more often.

To learn more, visit [www.otipinsurance.com/article24](http://www.otipinsurance.com/article24)

## Queen's Park March



### Congratulations To:

- **Stephanie Donaldson** (Tyendinaga PS) on the birth of her son, *Hunter*, on July 27, 2018
- **Brittany Swoffer** (PECI Elementary) and **Paul Geller** (Prince Charles, Belleville) on the birth of their daughter *Lennon Grace Swoffer Geller*

### Our Sincere Condolences To:

- Family of **Tamara Duff** (CML Snider) on her passing on August 8, 2018
- **Joanne Clarke** (Stirling PS) and **Andrew Clarke** (Centennial SS Elementary) on the passing of Joanne's father, *Rudolph Skinner*, on August 22, 2018.
- **Dave Henderson** (President, ETFO-HP) on the passing of his father, *Murray Henderson*, on August 31, 2018



Tamara (Rice) Duff, a teacher at CML Snider, passed away on August 8, 2018.

Tamara worked for the Hastings Prince Edward District School Board for 15 years. She taught at Harry J Clarke and Queen Elizabeth Public School in Picton before moving to CML Snider. Tamara was an exceptional and passionate educator who loved teaching the early years. She will be remembered for her friendly smile and kindness.

Tamara is survived by her husband Chad and their three children Jane, Anne and Thomas.

Tamara will be sadly missed by the staff of CML Snider, her ETFO colleagues and the entire Wellington community.

ETFO Hastings-Prince Edward Teacher Local



FEDERATION HOUSE  
114 VICTORIA AVENUE  
BELLEVILLE, ON K8N 2A8

[www.etfohp.on.ca](http://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/>

