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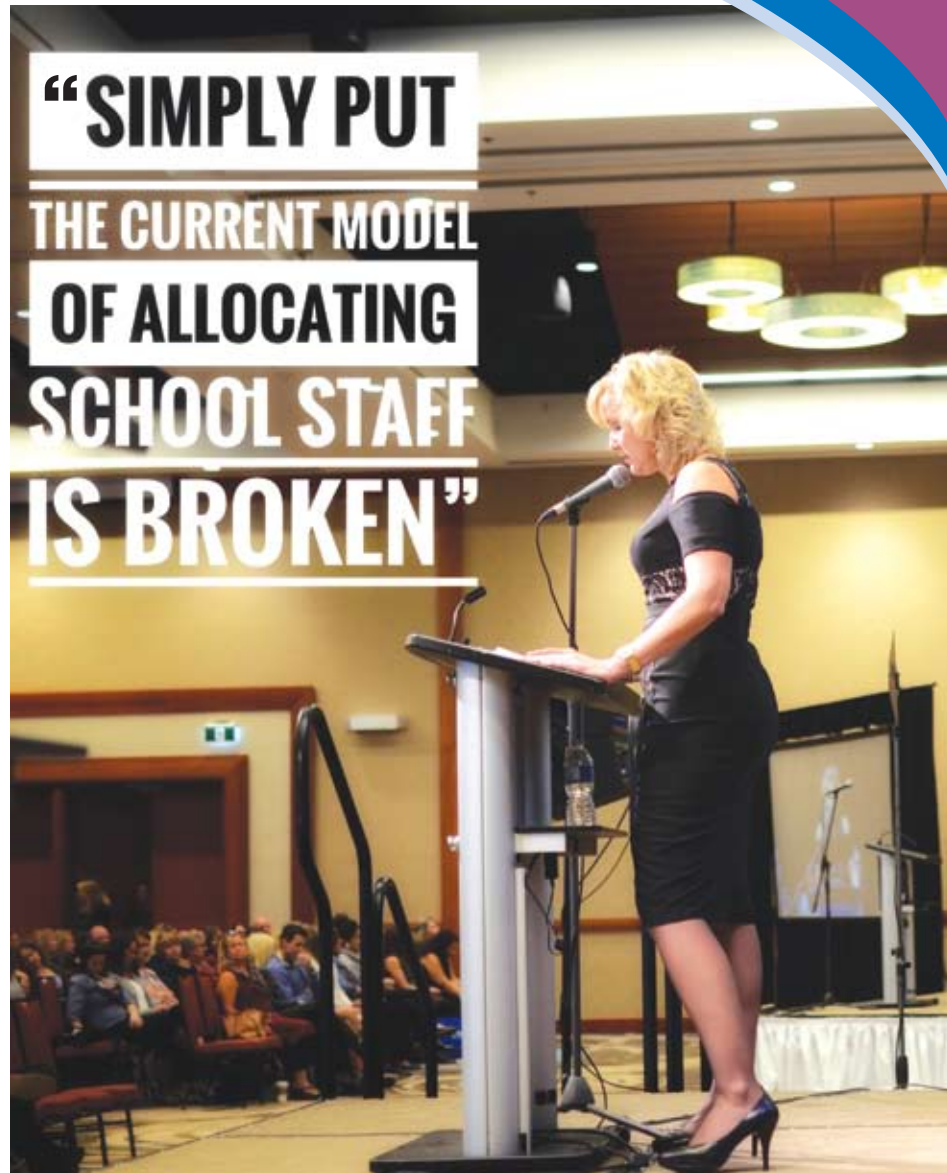


Photo: PEITF President Bethany MacLeod calls for a review of staffing model at PEITF Annual Convention.

Facing the Issues

This past July, I began my second term as President. With the continued carousel of changes to the education landscape of this province, I cannot believe how fast those two years have passed. From the chaos of restructuring, rezoning, reallocating, and re-everything else in the past few years, this year has been positive in that we have a better opportunity to focus on the needs in schools without the distraction of impending system change.

What has become glaringly evident is how the manner in which our schools are staffed requires examination. At the convention this year, I referred to the fact that the school staffing process is broken and a new staffing model needs to be developed that is more responsive to the needs of Island schools. Since that time, we have met with the new Minister and have also reiterated that schools must be staffed at a level that will ensure manageable class sizes, supports for learning, and class compositions that will allow all children to thrive.

The PEITF Teacher Advisory Committee recently had an opportunity to sit down with Deputy Minister Susan Willis; Director of Leadership and Learning, Tammy Hubley-Little;

and Student Services Director, Julia Gaudet, to discuss pressing issues as raised by committee members. Topics included: learning plans, report cards, assessments, and EAL. Committee members were encouraged that their concerns were heard and we hope for conversations to continue early in the new year.

I have been making my rounds visiting Island schools and am always impressed with the work of Island teachers. At this time of year I see, teachers busy planning fundraisers for families in need and organizing plays and concerts to showcase the talent of students. I am privileged and honored to represent Prince Edward Island teachers.

Be sure to look after yourselves this Christmas season, as too often you put others first. I wish you all a memorable Christmas holiday and a much-needed break to relax with family and friends.



Bethany MacLeod
President, PEITF

by Bethany MacLeod



Federation House will close
on Friday, December 22, 2017
for the holiday break.
The office will re-open
on Wednesday, January 3, 2018.





Chad Gallant

Disconnect

I am not sure anyone is a fan of late night phone calls.

Having the phone ring late in the evening sends many hearts and minds racing as to what may be the reason for this late-night disturbance. This response is fairly common as

the social norm is to not call people late in the evening. Unfortunately, we haven't reached that point yet with email.

When setting up classrooms early in the year, teachers set up expectations for how teachers are to work within their classrooms. This is a long-standing tradition that is critical to ensuring your school year is a successful one. What very few teachers examine, however, is the expectation that they hold of how they will communicate with parents or the many others that want a piece of a teacher's valuable time.

During the November 3rd PD Day, Dr. David Posen spoke on the issue of workplace stress. A part of his presentation centered around technology; how we use it, and how it has allowed work to creep into people's personal lives. The primary culprit of this work intrusion is email.

Dr. Posen invited teachers to think about email in their lives. How often is email checked after work hours? How many teachers have work email tied to their phone? Do many teachers

have a cut off time scheduled in the evening for when to stop responding to emails for the day?

A part of Dr. Posen's message focused on creating these boundaries and establishing when is time for work and when is time for you. When we respond to late night emails, while the person receiving the message may be pleased to get a quick response to a pressing issue, the unintentional message received may be that we are open for business around the clock. Chances are the person that wrote the email will not hesitate to email again into the evening or on the weekend and will expect a quick response, even becoming agitated should the response not be as timely as before. The negative impact on sleep patterns was also noted for those who respond to late night emails, which led to further stress or a lessened ability to cope with stressful situations.

France and Germany have enacted laws banning after-hours emails, allowing workers to "disconnect" from work unless a situation is deemed as an emergency. We do not have such laws in Canada despite after-hours emails being labeled as an epidemic in this country by a global news story.⁽¹⁾ In our context, however, a possible positive step to deal with these emails is to create boundaries.

So how could setting email boundaries look in a school or classroom? Many schools have developed communication guidelines with parents that outline the expected wait time for an email response, usually 48 hours, or encourage parents to call the school before or after classes to speak directly with the teacher to have their issue addressed sooner. If an entire school is not prepared to take this on, teachers could set their own communication boundaries through creating communication plans.

Clear communication with home is a crucial aspect of teaching and needs to be done promptly. Communication should not, however, come at the expense of a teacher's family time or sleep patterns. If you are interested in further reading on dealing with stress, you can enter a draw for one of three of Dr. Posen's books. Please email me at chad.gallant@peitf.com with the subject line book draw.

Take care and disconnect this holiday season.

(1) <https://globalnews.ca/news/2725886/after-work-emails-banned-in-france-a-national-epidemic-in-canada/>



PEITF
Newsletter

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Member CEPA

by Chad Gallant

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BOARD OF GOVERNORS Area Coordinators and Assistants 2017-2018

This issue features the teachers who continue to work hard to support and represent your viewpoints and concerns. The members of the Board of Governors give generously of their time to do this work. On behalf of all teachers, accept our thanks for representation, hard work and professionalism.



Anne-Marie Rioux
École Pierre-Chiasson
Coordinator
AELF



Marcel Landry
École Évangéline
Assistant Coordinator
AELF



Sherri Campbell
Morell Cons.
Coordinator
EATA



Sharon Anderson
Somerset Elem.
Coordinator WATA



Kendra Silliker
O'Leary Elem.
Assistant Coordinator
WATA



Helen Smith-MacPhail
Stonepark
Intermediate
Assistant Coordinator
EATA



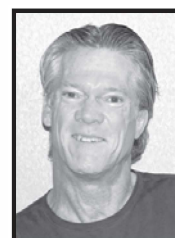
Micheline Landry
École-sur-Mer



Paul Killorn
École Évangéline



Rachelle Gallant
École Pierre-Chiasson



Carl Peterson
École Saint-Augustin

Missing Photos:
Board Member - École François-Buote
Jocelyn Plourde - École La-Belle-Cloche



Sheila Gaudette
Tignish Elem.



Paul Quinlan
Amherst Cove Cons.



Anne Marie Muise
St. Louis Elem.



Barbra Forbes
Three Oaks Sr. High



Mary Hart
M.E. Callaghan Int.



Lesley Cousins
Kinkora Reg. High



Karen Smith
Greenfield Elem.



Kimberley Williams
Westisle Composite High



Heather Harris
Alberton Elem.



Paul Shepard
Parkside Elem.



Melanie Gorveatt
Miscouche



Rory Herget
Bloomfield Elem.



Eamon Graham
Kensington Inter.



Kimberley Studer
Elm Street Elem.



Jennifer Rozell
Ellerslie Elem.



Susan Gallant
Queen Elizabeth Elem.



Melanie Gallant
Somerset Elem.



Melanie Corcoran
Hernewood Inter.



Mark MacNeill
Summerside Inter.



Krista Newman
Athena Cons.

Missing Photo: Sarah Smallman
O'Leary Elem.

EASTERN AREA TEACHERS' ASSOCIATION

7



Jill Coffin
Bluefield Sr. High



Edwena Arbuckle
Montague Cons.



Natalie Bulger
East Wiltshire Int.



Alison Kelly-Doyle
L.M. Montgomery Elem.



John Michael Murphy
Birchwood Int.



Scott MacCormack
Colonel Gray Sr. High



Joanne MacNevin
Birchwood Int.



Amy Dalziel
Georgetown Elem.



Alexander Field
Colonel Gray Sr. High



Jillian Power
East Wiltshire Int.



Linda Gallant
Stonepark Int.



Kurt Duncan
Sherwood Elem.



Brenda Larsen
Eliot River Elem.



Elizabeth Johnston
Spring Park Elem.



Tracey Evison
West Kent Elem.



JoAnne Jay
Spring Park Elem.



Elizabeth Crawford
West Royalty Elem.



Lana Mill
Belfast Cons.



Norma Jean Williams
Central Queens Elem.



Michaela Oliver
Morell Cons.



Jennifer Mutch
Vernon River Cons.



Anne Dixon
Charlottetown Rural High



Jennifer Victor
Montague Reg. High



Mark Gaudet
Montague Int.



Chris MacKinnon
Queen Charlotte Int.



Andrea Robbins
Parkdale Elem.



Sally Dunn
Prince Street Elem.



Carole McLeod
St. Jean Elem.



Treena Hann
Stratford Elem.



Marion McGaughey
Donagh Regional



Vanda Deighan
West Royalty Elem.



Stephanie Ellsworth-Reid
Westwood Primary



Christina MacAulay
Souris Regional



Melissa MacKinnon
Mount Stewart Cons.



Mark McGillivray
Gulf Shore Cons.



Lori-Dawn Gordon
Morell Reg. High



Clodagh Peverley
Westwood Primary



Kevin Peters
Souris Cons.



Carolyn McQuaid
Bluefield Sr. High



Dylan Taylor
Glen Stewart Primary



Gillian Veld
Englewood Cons.



Michelle Silliker
Substitute Teacher
Rep.



Hailey Batchilder
Substitute Teacher
Rep.



Cheryl Turner
Public Schools Branch



Monica Rafuse
Dept. of Education, Early
Learning and Culture



Judy Warren
Public Schools Branch

Missing Photos:

Krista Mutch
Southern Kings Cons.

Olivia MacDougall
Sherwood School

Janice Broderick
Charlottetown Rural High

Lynn Sherren
Souris Regional

Chris Harkness
Stonepark Int.



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- Federation Governance issues
- Educational issues with Government/Minister
- Questions or concerns regarding the Federation Executive or Board of Governors

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- General Professional Development questions
- Questions on Joint PD days
- Communication concerns
- Questions on bursaries or scholarships

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- Member service questions
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- Concerns with Federation staff

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- Retirement & Pension
- Payroll
- Service Gratuity
- Deferred leave
- Maternity/parental leave
- Group Insurance

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- Employment Issues
- Contract Interpretation
- Leaves & Sick Leave
- Accommodation Issues
- Workers' Compensation
- Code of Ethics
- Resolutions



New PEITF Violent Incident Report

It is important for the Federation to be aware of violence in the workplace in order to properly represent members regarding this issue. To help the PEITF track the prevalence and nature of violent incidents in education, the Federation encourages members to complete the new Violent Incident Report when they are involved in a violent incident or an incident that threatens their physical or psychological safety and wellbeing.

To access the report, log into the Members' Only Area of the PEITF website, www.peitf.com, under the tab 'Forms'. All identifying information provided to the PEITF will be kept confidential unless the teacher requests otherwise. The information gathered will be used by the PEITF in discussions with the Education Authorities and the Department of Education, Early Learning and Culture about safety.

For incidents of violence and physical assault, where a teacher wishes the PEITF to disclose the information to the Employer, investigations will be undertaken by the Employer pursuant to the Memorandum of Agreement. Members completing the report can request that a PEITF staff member contact them to discuss the incident. Members are also welcome to contact a staff member directly to discuss a violent incident in their workplace.

President
Bethany MacLeod
 and Member-At-Large
Ghislain Bernard
draw for prizes
 from
 Annual Convention survey.



RTA CORNER

by Joyce McCardle
 President, Retired Teachers' Association

It's official! Summer is over and all you hard working teachers are back to work. It's twenty years since I looked forward to meeting a new class, and I really did look forward to it. I also remember that first week where you dragged your body home on Friday and collapsed on the nearest chair, sofa or bed with a lemonade or "something" to celebrate first week survival. Those 35 years hold so very many good memories and how I enjoyed them.

I hope the present group of teachers will be able to say the same. Sometimes we think that the profession is all doom and gloom, but I expect the retirees of our era were saying the same about our chances of survival. I look at the challenges new teachers face today and compare them to my beginnings. I think I had it pretty darned easy!! However, if you talk about those old jelly pads we (some of us) used to make copies, buying your own box of chalk, class size 30 with grades 1-8 and braving the winter snow and winds to go to the outside privy these youngsters think we're nuts. Time moves on and we just try to muddle along with it. Whichever way you cut the cake, retirement is wonderful.

This will be my last article as President of RTA; I have enjoyed my two years and send out a very big thanks to my executive and I thank the PEITF for all the support we have received and continue to receive.

Enjoy your year teachers; I know the children of PEI will all benefit from your knowledge and caring.

CONTACT 2017
U.P.E.I. – Charlottetown, PEI

On August 8th-11th, educators from across Atlantic Canada joined together on the University of Prince Edward Island Campus to take part in the Conference on New Techniques and Classroom Teaching, better known as CONTACT. Over the course of the four days, participants explored the evolving requirements of the teaching profession and the challenges of today's classroom under the theme "The Road Travelled and the Road Ahead."

CONTACT is an annual summer learning event that rotates through the four Atlantic provinces and brings together teachers from across the region to learn from and share with new classroom experiences and techniques. The conference, which takes place each year in early August blends learning and fun. Delegates from this year's conference learned about supporting ESL students, the importance of teaching civics, the road to reconciliation and much more. One non-curricular highlight for delegates after a full day of learning was taking the double decker bus to watch a Catherine MacLellan performance followed by a night of karaoke. CONTACT is open to all teachers.

Information on CONTACT 2018 in Cornerbrook, Newfoundland, including funding information will be available this spring. Hope to see you there!

DSS 2017 – Sackville, New Brunswick

The Prince Edward Island Teachers' Federation, once again this year, partnered with the teacher associations in the three Atlantic Provinces to sponsor the Developing Successful Schools (DSS) 2017 Institute. The event took place at Mount Allison University in Sackville, New Brunswick on July 4-7, 2017.

This year, Jenni Donohoo facilitated DSS on the topic of Collective Efficacy. The institute centered around the amazing things that happen when a school staff shares the belief that they are able to impact student achievement. Ranking as the greatest factor impacting student achievement, collective teacher

efficacy refers to the judgments of teachers in a school that the faculty, as a whole, can organize and act to have a positive effect on students.

Developing Successful Schools is consistently reviewed very highly by its participants. One such comment from this year's feedback included, "In all of my professional development (20 years), only two sessions have been inspirational, afforded me quality engagement and challenged me to bridge theory and practice. This was the second and most sincerely the best!"

DSS, while geared toward school and system administrators, is open to any teacher interested in school leadership.



Information on the 2018 institute including facilitator and funding information will be available this spring. Join us for DSS 2018!

Thoughts and Comments from the General Secretary

It's hard to believe, but teachers are nearing another end to a collective agreement and preparations are underway for the bargaining of a new Memorandum of Agreement.

For those of you who are new to teaching, for teachers new to this province, or those of you with renewed or ongoing interest, I will give a brief overview of bargaining a collective agreement for teachers in PEI.

The PEITF is represented by the Economic Welfare Committee which is a committee established by the PEITF Executive and is guided by relevant policies passed by the PEITF Board of Governors. The current committee is composed of six teachers, including the PEITF president, and is aided by myself, as lead negotiator, and by Selina Pellerin as the PEITF staff liaison person.

This committee gets feedback from individual teachers through the Economic Welfare Survey, through Special Associations of the PEITF, through PEITF policies, and through the Executive. It also gathers information from other Canadian teacher organizations, other PEI unions, fiscal data from the provinces, data from Statistics Canada, and several other sources. By the spring, the committee will have a draft asking package to submit to the Executive for approval and, once finalized, that asking package will be submitted to the ENA at the beginning of bargaining when it will also submit its asking package.

Who is the ENA? The Education Negotiating Agency is the bargaining team for government. It is composed of representatives from: the two education authorities (school boards), the Department of Education, Treasury Board, and a lead negotiator contracted by the provincial government. The PEITF is still waiting for confirmation on who the lead negotiator will be for this upcoming round. The contract was awarded this summer, but no formal announcement has been made on the successful bidder.

Bargaining a new Memorandum of Agreement is usually scheduled in the spring before the expiration of the current Memorandum. An expedited period of ten days is set aside for bargaining and, historically, most rounds have been completed shortly after those ten days.

The last round of bargaining, however, under the MacLauchlan Liberal Government, took thirty days plus conciliation, and ultimately binding arbitration to settle. Not a promising sign considering that Government is still in power and there was very little that

needed to be in dispute at the end of that bargaining round. That seemed to be confirmed in the arbitration board's decisions.

Needless to say, your bargaining team will fight hard for teachers. A collective agreement cannot solve all the problems and challenges that teachers face. As well, some of the challenges that a collective agreement can help with must be seen as priorities for the Government as well. Two areas included on this list every round, amongst others, are class size caps and guaranteed preparation time for teachers.

The Economic Welfare Committee has started reviewing the economic welfare surveys and thank teachers for their feedback. Please support your committee and the hard work it does on your behalf.

I hope you all have a restful and enjoyable holiday season. Be good to yourselves and each other.



Shaun MacCormac



Happy Holidays!

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