
I want to represent you:

- **First 5 years?** I understand the challenges facing our most junior teachers. I am knowledgeable about your rights, as enshrined in your collective agreement.
- **Sandwich generation?** I understand the challenges facing teachers who find themselves dealing with a challenging career and with the competing demands of children and aging parents.
- **Last 5 years?** You deserve respect. You have earned it, devoting your entire adult life to the service of your students. I am committed to ensuring that your last 5 years continue to be fulfilling and that you are treated with the respect that you deserve.

Passion for the job!

Teaching is demanding, yet I know it is a career that you love. My goal is to work on your behalf to ensure that you can continue to enjoy your career while having the best possible experience. As such, my voice will be YOURS! I will advocate for your issues at the Local and Provincial levels. I will address concerns such as:

- **Violence in the Classroom**
- **Progressive Discipline Policies**
- **Work load issues**
- **Personal Days**
- **Professionalism**

Union Experience

- **Union Steward**
- **Collective Bargaining Committee member**
- **Status of Women Chair**
- **Collective Bargaining Co-Chair**
- **Collective Bargaining Table Team**
- **Collective Bargaining Academy**
- **2nd Vice President**

I have also participated in numerous ETFO courses at the Local and Provincial level, including:

- **Regional Health & Safety Conference**
- **Women in Action Part 1 and 2**
- **Grievance Mediation Training**
- **Representative Counsel**
- **Annual Meeting**
- **Women Abuse Affects our Children**

**Elementary
Teachers' ✓
Federation of Ontario
Limestone Local**

Vote Nancy Grew for 1st V.P.

On April 12th vote Nancy Grew for a principled and strong voice.

When?: Thursday, April 12th, 2018 @ 4:30 pm

Where?: Ramada Hotel, 401 and Division.

grewn5052@gmail.com





ETFO's Response to Violence in the Classroom. I am committed to assist you by:

- Working with Provincial ETFO to lobby the Ministry of Education to address violent incidents in schools.
- Collaborating with the school board to improve workplace violence reporting and compliance procedures.
- Working with our Local Political Action Chair to build community advocacy and to enforce a review of the Education Funding Formula.
- Advocating for more Special Education funding and supports for students with high risk behaviours.
- Working with the board to review their Progressive Discipline model and ensure that behaviours are dealt with appropriately and in a timely fashion.
- Advocating for a safe classroom for you and your students!



Collective Bargaining Experience

My background in Collective Bargaining ensures that I have the knowledge to defend your rights.



Together we are Stronger!

In non-bargaining years we must work together to defend our Collective Agreement. I am committed to defending and advocating for:

- 240 minutes of planning time
- 80 minutes or less Supervision time
- Reasonable class size
- Reduced number of split grades
- Self-directed Professional Development
- Fair access to Personal Days
- Transparent Staffing Process