

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: April 1, 2025
Regarding: **ETFO TVTL Spring Staffing Update**

Significant elementary staffing reductions have occurred in the Thames Valley District School Board. Allocations for classrooms, Learning Support Teachers (LST), English as a Second Language/Multilingual (ESL/ML) programs, specialized classrooms, Learning Support Services (LSS) positions, and vice-principal roles have all been considerably decreased. During this period, it is crucial to uphold the terms of the Collective Agreement.

How are teaching allocations funded?

In 2024, Ontario transitioned from the Grants for Student Needs (GSN) to a new funding model known as Core Education Funding (CEF).

Under the CEF model, funding is organized into six primary funds, with the Classroom Staffing and Learning Resources Fund being the most relevant for staffing. Although the structural framework has changed, the fundamental principles guiding funding allocation—such as student enrollment and class size—remain consistent with those of the previous GSN model.

The board has not yet received the Core Education Funding for next year, which is expected to arrive in late April. The local will review the funding to ensure that all elementary positions are appropriately allocated.

I have been told I am surplus from my school. Now what?

When a school's allocation for the next school year is less than the current allocation, the least senior teaching staff are declared mathematically surplus. If you are surplus, you may look for teaching assignments in Round 1 and/or Round 2 of Spring Staffing. Round 1 is expected to come out around May 1 and will be emailed to all members. If surplus, you apply to positions as a 'surplus applicant'. You may apply to as many positions for which you are qualified, but you may only accept three interviews per round.

At any time during the process, if your school has an open position available, for which you are qualified, you have a right to be recalled to the school. You may accept the offer to be recalled or you may remain surplus to the school. Once Round 2 has been completed, if you were not able to find a position, you will be able to complete a "Preference of Placement Form", indicating a preference for grade, subject, or geography, and you will be placed, in seniority order, prior to Round 3 commencing.

What if you are partially surplus?

If you are partially surplus, you are entitled to apply to jobs in the rounds, however, you apply only to jobs equivalent to your FTE. For example, if a Teacher holds a 1.0 FTE contract and is 0.4 surplus from their current school, you may apply for 1.0 FTE assignments, or a 0.4 FTE assignment, however in order to accept an assignment at both schools, both Principals must agree to supporting the timetabling of these assignments.

"The collective agreement is the rule book, not a guidebook."

If you have not secured a position by the end of Round 2, you will be able to complete a “Preference of Placement Form”, indicating a preference for grade, subject, or geography, and you will be placed, in seniority order, prior to Round 3 commencing. The Board endeavours to place Teachers into one location, depending on availability. For greater clarity, as in the previous example, the 0.4 surplus Teacher, holding a 1.0 FTE entitlement, the placement committee would strive to place them into a 1.0 FTE position at one school.

If a position becomes available at your original school at any time before August 31, you have the right to be recalled back into that position.

Our School Received Their School Allocations for the 2025-2026 School Year - Now What?

The Principal is required to meet with the In-School Staffing Committee upon receiving the school’s allocation (L22.09). The In-School Staffing Committee can provide input to the Principal for the allocation of ETFO Teachers and the organization of grades within the school, as Teachers recognize the unique educational needs of individual schools.

This is a school-based process, and it is essential that the ETFO Workplace Steward is a member of the In-School Staffing Committee. The committee is to sign off on the chosen organization, however, if the committee does not agree to the selected organization, they may elect to not sign off on the document, in which case Human Resources Staffing and ETFO will examine it further.

When will I Know My Assignment for Next Year?

Notification and confirmation of assignments shall be provided in writing by April 15th. All assignments, including providing prep subjects, must provide subject area and grades (for example, ‘your assignment will be grade 6, and you will be providing Arts prep coverage in the Primary Division). By the end of June, all assignments will be confirmed, including classes (for example, your assignment will be grade 6, and you will be providing Visual Arts prep for Grade 2)

What is Letter of Understanding #10

Letter of Understanding #10 was bargained during recent round of bargaining. The language and examples were presented at Workplace Steward/Principal Training in February so that the Preference Form is supporting the decisions made when assigning teaching positions. The 3 steps of best practice presented to the Workplace Stewards and Principals were:

- 1) Place Teachers who have a right to return to their previous assignments first
- 2) Place staff who have indicated that they would like to stay in the same assignment into that assignment
- 3) Consider those who have indicated they would like a change in assignment and review availability after steps 1 and 2 are complete.

For more information regarding this *Communiqué* please contact the Local office by phone at 519-474-3150, or by email at etfotvtl@etfothamesvalley.com

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