



Appendix A

Weekly Updates to Members

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: September 1, 2022
Regarding: **End of Summer Update**

Apologies for intruding on the last few days of summer break. Some information to share before the start of the school year.

The ETFO Local office will re-open at 8:15 am on Tuesday September 6.

Weekly Updates will resume on Friday, September 9.

September 6 Professional Activity Day

Tuesday, September 6 is a work day for Teachers. The provisions of the Collective Agreement apply on this Professional Activity Day. Teachers should arrive fifteen (15) minutes before the timetabled commencement of the school instructional day, and are free to leave at the end of the timetabled school day.

Any violations of the Collective Agreement must be reported to the ETFO Local office immediately.

COVID-19 Update

Yesterday the Chief Medical Officer of Health (CMOH) announced significant changes to COVID-19 protocols. Accompanying this update is a link to information shared by the Thames Valley District School Board (TVDSB).

Labour Day

Labour Day is a celebration of working people and their families. Accompanying this update is a link to information regarding the London and District Labour Council Labour Day Event on Monday, September 5. All are welcome.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect until Monday, September 5 at 6:00 p.m.

The Board's **Disconnecting from Work Employee Procedure** came into effect on Thursday, June 2 in compliance with the **Working for Workers Act, 2021**.

Violations of the **Communication Protocol** and the **TVDSB Disconnecting from Work Procedure** must be reported to the Local office immediately.

It is the duty of the Local to:

- Defend the **Collective Agreement** and the rights of Teachers under it.
- Ensure that the provisions of the **Occupational Health and Safety Act** are enforced.
- Bring to the attention of TVDSB ongoing Teacher concerns, with the expectation that these concerns will be taken seriously and resolved quickly.
- Communicate with Teachers in a clear, concise, and timely manner.

Enjoy to the fullest what remains of the summer break.

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

- c. *ETFO TVTL Released Officers*
Terry Card, President, ETFO Thames Valley Occasional Teacher Local
Elizabeth Kettle, ETFO Provincial CB Staff Officer

"The Collective Agreement is the rule book, not a guidebook."

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: September 16, 2022
Regarding: **Weekly Update (1)**

A belated welcome back to all Teachers returning to the Board, and a warm welcome to all Teachers joining our ranks this school year.

We hope that everyone has had a reasonably good start to the school year.

The ETFO Thames Valley Teacher Local (ETFO TVTL) works hard to represent and serve all Teachers. We are only a phone call or email away if you have questions or concerns. Reach out to us at the ETFO Local Office. We are here to help.

Fall Checklist

Teachers are reminded to check the following at the beginning of the school year:

- Pay stub.
- Sick Day and Care Day banks.
- Timetable for instructional minutes (300 per day), preparation time (240 minutes/5-day cycle) and supervision time (80-minute hard cap maximum/5-day cycle) pro-rated to Full Time Equivalency (FTE) and in compliance with the Collective Agreement. Teachers should call the Local office with any questions or concerns. Violations of the Collective Agreement must be reported to the Local office immediately.

Return to Pre-Pandemic Practices

The Board arbitrarily determined that the system will return to pre-pandemic practices regarding access to quarantine days. How this decision was made and communicated is being addressed by ETFO TVTL.

Notwithstanding the above, it is the expectation of ETFO TVTL that pre-pandemic (September 2019) practices will be reinstated throughout the system. Some examples:

- **Diagnostic Assessment** – Teacher driven in support of student program, in compliance with Policy and Program Memorandum 155, Diagnostic Assessment, and provisions of the Collective Agreement.
- **Virtual Learning Platforms** – Teachers exercise professional judgement in the use of virtual learning platforms as a teaching tool within the in-person classroom. Teachers in virtual teaching/learning environments are obviously required to have a virtual learning platform (Brightspace, as directed by the Board).
- **Student Attendance** – As per pre-pandemic past practice.

"The Collective Agreement is the rule book, not a guidebook."

Monday September 19

The Government of Ontario has declared Monday, September 19 a Provincial Day of Mourning in recognition of the death of Her Majesty Queen Elizabeth II. This is not a public holiday. Ontarians have been asked to observe one minute of silence at 1:00 p.m. The official period of public mourning ends on Monday, September 19.

Condolences, on behalf of the ETFO Thames Valley Teacher Local, we sent to Buckingham Palace on Monday, September 12.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, September 16 at 6:00 p.m. **until** Sunday, September 18 at 6:00 p.m.

The Board's **Disconnecting from Work Employee Procedure** came into effect on Thursday, June 2 in compliance with the **Working for Workers Act, 2021**.

Violations of the **Communication Protocol** and the **TVDSB Disconnecting from Work Procedure** must be reported to the Local office immediately.

It is the duty of the Local to:

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- Ensure that the provisions of the **Occupational Health and Safety Act** are enforced.
- Bring to the attention of TVDSB ongoing Teacher concerns, with the expectation that these concerns will be taken seriously and resolved quickly.
- Communicate with Teachers in a clear, concise, and timely manner.

Thank you for all your hard work in support of student learning and for your ongoing support of the work of the Federation. Have a safe and peaceful weekend.

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

c. *ETFO TVTL Released Officers*
Terry Card, President, ETFO Thames Valley Occasional Teacher Local
Elizabeth Kettle, ETFO Provincial CB Staff Officer

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: September 30, 2022
Regarding: Weekly Update (2)

National Day for Truth and Reconciliation

Friday, September 30 is the National Day for Truth and Reconciliation. Accompanying this update are links to ETFO's statement regarding this solemn day of reflection and remembrance.

Collective Bargaining Update

The Local Collective Bargaining Committee met to review the draft ETFO Thames Valley Teacher Local Preliminary Submission. The Table Team, and the Credentials Standing Committee, are in the final stages of confirmation.

ETFO TVTL is committed to providing Teachers with clear, concise, and timely updates regarding local collective bargaining.

Fall Reorganization Staffing

Fall reorganization staff is proceeding. Interviews take place next week. In-School Staffing Committees should be meeting as per Collective Agreement Article L23.18, In-School Staffing Committee (Elementary).

All violations of the Collective Agreement must be reported to the Local office immediately.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect **from** Friday, September 30 at 6:00 p.m. **until** Sunday, October 2 at 6:00 p.m.

The Board's **Disconnecting from Work Employee Procedure** came into effect on Thursday, June 2, in compliance with the **Working for Workers Act, 2021**.

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Duty of the Local

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Terry Card, President, ETFO Thames Valley Occasional Teacher Local
Elizabeth Kettle, ETFO Provincial CB Staff Officer

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: October 7, 2022
Regarding: **Weekly Update (3)**

CUPE Strike Vote

The Canadian Union of Public Employees (CUPE) voted 96.5 % in Favour of strike action. The ETFO Thames Valley Teacher Local (ETFO TVTL) supports our CUPE Local 4222 and Local 7575 colleagues and stands in solidarity with them.

Diagnostic Assessment

Once again, there appears to be a concerted Board-driven effort to collect “data”, in violation of Policy and Program Memorandum (PPM) 155, Diagnostic Assessment, and the provisions of the Collective Agreement.

- The application of diagnostic assessments is determined by the Teacher to support program and student learning in the classroom.
- There should be no administration mandated system/class-wide assessments or mandated due dates.
- Teachers are strongly advised to follow PPM 155, Diagnostic Assessment and to uphold Collective Agreement Articles C2.5 (Professional Judgement) and C9.00, Diagnostic Assessment.

Progress Report

The Local office has received hundreds of emails, texts, and phone calls about the Board-created mess that is Aspen. Here is an example of one that we forwarded to the Director of Education:

Dear Mr. Smith,

I am writing to you because I have significant concerns about the new Report Card System and its rollout. Not only has our school board tried to roll out a new report card system with little to no training, but they have also provided us with an inferior product.

Here are a few of my concerns:

Concern #1: Insufficient training & a late rollout

We were given a total of 10 minutes and 30 seconds to understand and master a new report card system. The 10-minute video we were shown didn't cover all the different facets of the report card system (e.g., where and how to save comments to the comment bank, how to change pronouns, etc.). We also didn't have an opportunity to explore the program or ask questions. Our “training” was provided a mere 15 days before the report cards are due to the office!

That leaves us with 15 days to learn a new program and write reports (on our own time)! This is totally unacceptable! I am a professional who takes great pride in the way I communicate with parents and report on my students' progress. Why am I being put in a position where I am unprepared to do my job?

Concern #2: The new report card system is far inferior to the last report card

Our new report card system is missing many of the useful features that were offered by our old report card system. Without these features, writing the reports will definitely take longer. It is also very frustrating to be given an inferior product without knowing the rationale for the change!

Here are some examples.

- The comment box no longer alerts you when it is almost full. Instead, the entire comment will disappear and not be saved. We are being told to write our comments in Word or Google and then copy and paste them into the program in case the program loses our comments. This is ridiculous! Also, why are we being asked to do twice the amount of work?
- We are no longer able to create comments where the name of the student and the student pronouns automatically change. Why is this? We had this on our last report card system. Again, this requires more time on our part.
- The report card system is not easy to navigate and I no longer have the option of seeing the entire report card at once. I must work in one box at a time.

As teachers, we've made a **lot** of concessions over the past few years to make things work. Enough is enough! The rollout of this program assumes that teachers will find the time to "figure it out on their own time". The lack of training and the speed at which this is being pushed through shows no regard for the well-being and mental health of teachers. Our board spends a lot of time "talking" about our mental health but moves like this speak volumes. I hope ETFO will stand up and be a voice for us since we've been given no voice in this decision.

Here is the response from Sheila Powell, the Superintendent responsible for Aspen:

Thank you for reaching out to Director Fisher and Associate Director Culhane about ETFO's concerns with Aspen and Early Progress reporting. Please find below responses to each of your questions.

For the most part, the Early Progress report card set up was done at the system level as we know that office staff, who have done progress report set up in previous years, are just learning the Aspen software. There was one step that was not completed centrally that we asked schools to complete. Some schools misunderstood the need to do this prior to their staff meeting occurring which is where the mis-step occurred.

Any school that reached out was corrected centrally and provided access prior to the start of day on Tuesday, October 4, 2022.

We have learned that 30 schools did not complete the set-up process mentioned above prior to the staff meeting which would have caused access issues for the hands-on practice component. Staff in 100 schools did not have access issues. All staff were able to access the videos and SharePoint materials.

"The Collective Agreement is the rule book, not a guidebook."

For your reference, the training materials are linked below for you:

Written Documentation

<https://tvdsbo365.sharepoint.com/teams/theSISStaffResourcesandSupport/Shared%20Documents/Forms/All%20Resources.aspx?id=%2Fteams%2FtheSISStaffResourcesandSupport%2FShared%20Documents%2FReport%20Cards%20%28Elementary%29%20%2D%20Guide%20%2D%20theSIS%2Epdf&parent=%2Fteams%2FtheSISStaffResourcesandSupport%2FShared%20Documents>

Video Training Materials

<https://web.microsoftstream.com/video/8d4f7722-8313-4d9b-8cba-668a2756c94a?referrer=https:%2F%2Ftvdsbo365.sharepoint.com%2F>

In addition, four optional drop-in support sessions for those who have questions or wish a little more direction from our Learning Coordinators is available, virtually, Friday, October 7 – October 17, 2022 at various times throughout the day. No registration is required and sessions are open to all that wish to attend. If you would like to attend an Aspen office hours Q&A session yourself, please let Darlene Robertson know - she is happy to share the link with you.

Any internet interruptions that occurred at schools are beyond the board's control and the responsibility of the internet service provider (ISP). ITS staff do work quickly to notify the respective ISP of the service interruption, and ensure they respond to the outage in a timely manner. At this time, we have only heard of one school that had internet connection issues on Monday.

While TVDSB encourages staff to create individualized comments for each student, it is possible for teachers to use a Word document if they wish to create a comment bank.

We do not have concerns regarding the potential failure of the system. As with any software, it is possible that a teacher may accidentally delete a comment they are working on. Within Aspen, there is no a double check "are you sure you want to delete" box that pops up before a teacher could accidentally delete a comment, if they've selected the delete button. Saving comments in a separate document is not a requirement at all, but may be a safeguard feature if staff feel this would prevent any potential deletions as they are learning the Aspen software.

It is important that parents have Early Progress report information so that they understand their children's achievement and can determine if they wish to attend parent-teacher interviews, which are scheduled for mid-November.

For these reasons of clear and timely communication with families, we are not able to extend the timeline for the completion of progress reports. The Aspen tool for report card completion is teacher-friendly. Staff have been provided with a range of supports to access to gain familiarity with the Aspen software and to access throughout the report card writing process.

Secondary reports have not been delayed. Secondary schools complete two formal reporting periods in **each** semester (mid-term and end of semester). In addition, secondary teachers complete either an informal early progress or late semester informal reporting to parents for students who are struggling.

"The Collective Agreement is the rule book, not a guidebook."

Some secondary schools have moved to three-quarter reports (instead has informal first quarter-term reports) as schools are feeling that three-quarter progress reports are more supportive of student needs within a semester. There is not a system-wide change in secondary reporting.

Additional Support for Early Progress Reports

System Principal, Darlene Robertson, will reach out to elementary administrators to see if there are extenuating circumstances where we can provide additional supports for schools who need assistance.

This avoidable situation has been three years in the making. The Board bought an inferior report card program, fumbled the implementation of the new information system, and chose not to invest in Teacher training.

ETFO TVTL took Teacher concerns to the Director and requested real training and an extension of the due date. The Board responded that training was more than adequate and that there will be no extension regarding the due date for submission of Progress Reports. An inadequate and dismissive response from the Board that belies disregard for Teacher professionalism and disrespect for our time.

Teachers are advised to:

- Direct questions, concerns, and feedback on the Aspen Report Card/Progress Report program to their Principal.
- If the due date remains unchanged, request extensions as needed.
- Continue to communicate with parents.
- Use Professional Judgement, as defined in Growing Success and embedded in the Collective Agreement, and keep comments parent friendly and succinct.

The Board says it is all about relationships. The following Senior Administrators are sure to be keen on hearing how things are going with Aspen:

- Director Mark Fisher
- Associate Director Riley Culhane
- Superintendent Sheila Powell
- Superintendent Kevin Auckland
- Learning Supervisor Darlene Jackson

To reach them follow the "Contact Us" links on the TVDSB website (tvdsb.ca).

ETFO TVTL continues to fight on behalf of all Teachers and is consulting with ETFO Provincial regarding next steps.

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Thank you for all your hard work in support of student learning and for your ongoing support of the work of the Federation. Have a safe and peaceful Thanksgiving Weekend.

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

c. *ETFO TVTL Released Officers*
Terry Card, President, ETFO Thames Valley Occasional Teacher Local
Elizabeth Kettle, ETFO Provincial CB Staff Officer

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: October 14, 2022
Regarding: **Weekly Update (4)**

Progress Reports

The due date for submission of progress reports is now the end of the school day on Thursday, October 27.

Accompanying this update are links to Communiqués regarding:

- Progress Reports and Kindergarten Initial Communication of Learning.
- Professional Judgement and Progress Reports.
- Parent/Teacher Interviews.
- Student Attendance.

Progress Report Reminders

- Teachers are advised to use Growing Success and the curricular achievement charts to determine student progress.
- Comments should be written in plain, parent-friendly language, as outlined in Growing Success.
- Teachers do not print report cards.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, October 14 at 6:00 p.m. **until** Sunday, October 16 at 6:00 p.m.

The Board's **Disconnecting from Work Employee Procedure** came into effect on Thursday, June 2 in compliance with the **Working for Workers Act, 2021**.

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To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: October 21, 2022
Regarding: **Weekly Update (5)**

Monday October 24 is Municipal Election Day. All Teachers are encouraged to vote.

CUPE/ETFO Collective Bargaining Update

CUPE is in a legal strike position effective November 3, 2022. ETFO supports the efforts of our CUPE colleagues to secure fair Collective Agreements through free and fair collective bargaining.

At this point in time, ETFO is not in a legal strike position. Future bargaining dates have been set at the Central Table.

The list of Central Table bargaining items has been referred to the Ontario Labour Relations Board.

Local bargaining cannot begin until the list of Central Table bargaining items has been set. That said, ETFO Thames Valley Teacher Local is ready to commence local bargaining as soon we are able to do so.

ETFO TVTL will continue to provide Teachers with clear, concise, and timely updates as collective bargaining proceeds.

Progress Reports

The due date for submission of progress reports is now the end of the school day on Thursday, October 27. This due date also applies to those schools/worksites that use reporting programs other than Aspen.

Progress Report Reminders:

- Teachers are advised to use Growing Success and the subject-specific curricular achievement charts when determining the assessment of student progress.
- Comments should be written in plain, simple, parent-friendly language, as outlined in Growing Success.
- When reports are returned for review, Teachers will make corrections for spelling and grammar only.
- The only signature required to make the report a legal document is that of the Principal.
- Teachers do not print report cards.

Sick Day Allocation

The allocation of sick days has been completed. Teachers should now have access, through the employee portal, to an accurate display of available sick days and available short-term disability days.

Because this allocation should have been done before the first working day of the school year, a grievance has been filed to address this violation of the Collective Agreement.

TVDSB Attendance Support Program (ASP)

The Board has restarted its Attendance Support Program (ASP) after a 2-year COVID-19 hiatus.

One hundred sixty-six (166) Teachers received a letter indicating they are in the "review" stage of the ASP program. This means the Teacher has exceeded the Board's threshold, currently set at fourteen (14) days absence during the last school year.

Teachers should note that the ASP only applies to sick day usage, and does not apply to quarantine days, or other entitlements and approved leaves.

Teachers in receipt of an ASP review letter from Abilities and Wellness should contact the ETFO Local office if there are questions regarding next steps.

Accompanying this update is a link to the TVDSB Attendance Support Program (ASP).

Accompanying the letters sent was the TVDSB Chronic Medical Conditions form, to be filled out by the attending physician, regarding health concerns (and associated absences) that occurred last year or that are likely to continue this year. This may cause an adjustment of the days below the 14-day threshold and should result in the Board removing Teachers from the review phase of the ASP.

Teachers in receipt of the ASP review letter are understandably distressed and insulted by communication that is cold and clinical in tone and apparently bereft of caring, concern, or compassion.

This matter has been referred to Labour Management and we are in discussion with ETFO Provincial regarding possible next steps.

Teachers are advised to continue to access and use sick days for their intended purpose, and as needed, as per the provisions of the Collective Agreement.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, from Friday, October 21 at 6:00 p.m. until Sunday, October 23 at 6:00 p.m.

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Thank you for all you do on behalf of students. Teachers are a ray of light in dark times. Enjoy the weekend.

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

- c. *ETFO TVTL Released Officers*
Terry Card, President, ETFO Thames Valley Occasional Teacher Local
Elizabeth Kettle, ETFO Provincial CB Staff Officer

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: October 28, 2022
Regarding: **Weekly Update (6)**

CUPE Collective Bargaining Update

CUPE is in a legal strike position effective November 3, 2022. Under the School Boards Collective Bargaining Act, five (5) days' notice must be given before the commencement of job action.

ETFO TVTL strongly supports the efforts of our CUPE colleagues to secure fair collective agreements through free and fair collective bargaining.

Information will be shared with all Teachers as soon as it is made available to ETFO.

Progress Reports

The due date for submission of progress reports was the end of the school day on Thursday October 27. Requests for extensions should be made to the Principal directly.

Progress Report Reminders:

- When reports are returned for review, Teachers will make corrections for spelling and grammar **only**.
- If Aspen acts up and loses information (which it will) Teachers should not be spending their own time trying to fix problems created for them by a sub-optimal program. Once reports are submitted, they are out of the hands of the Teacher. The Board and its agents should rightfully do the happy work of finding missing comments, not Teachers, who have already put in an inordinate amount of time in preparing.
- As per Education Act Section 265, Subsection (1), Reports, it is actually the Duty of the Principal to report to parents on student progress. Teachers provide Principals with this report.
- The only signature required to make the report a legal document is that of the Principal.
- Teachers **do not** print report cards.

An ETFO All-Teacher survey regarding the Aspen report card program will be made available to all Teachers shortly.

Care Days

Collective Agreement Article L11.04 (a), Care Days states the following:

Care-Days - A Teacher may be granted up to five (5) days leave per school year with no deduction of sick leave credit(s) where it is necessary for the Teacher to care for a child, parent, parent or partner, or family member for which the Teacher is the legal guardian of personal care. This includes paternity leave and adoption.

Teachers are reminded that Care Days:

- Are an entitlement to be accessed as required for their intended purpose, not a leave to be requested requiring permission.
- Are to be entered into TVARRIS accordingly.
- Survived Bill 115, an aggressive attack during collective bargaining, and were confirmed in their present form through the grievance/arbitration process.

Questions or concerns about violations of the Collective Agreement should be reported to the ETFO Thames Valley Local Office immediately

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, October 28 at 6:00 p.m. **until** Sunday, October 30 at 6:00 p.m.

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Teachers are a ray of light in dark times. Thanks for all you do. Enjoy the weekend.

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Elizabeth Kettle, ETFO Provincial CB Staff Officer

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: November 2, 2022
Regarding: **Weekly Update (7)**

CUPE Collective Bargaining Update and Friday November 4

ETFO Thames Valley Teacher Local strongly supports the efforts of our CUPE colleagues to secure fair collective agreements through free and fair collective bargaining.

The Ford government has tabled **Bill 28, Keeping Students in Class Act, 2022**. The government has fast-tracked the approval of this bill, and the legislation is expected to pass this week. A link to Bill 28 accompanies this update.

If adopted, Bill 28 would impose a collective agreement on education workers represented by CUPE, override their Charter right to free collective bargaining, and remove their right to strike.

At this point, CUPE has signaled its intention to defy the legislation, and a full withdrawal of services is expected to commence on Friday, November 4, 2022.

Although morally right, CUPE's strike would be illegal.

If CUPE **does not** strike, Friday November 4 would be a regular work day for Teachers.

If CUPE **does** strike, schools will be deemed unsafe for students and closed for in-person learning.

Teachers are advised of the following:

- Friday's pivot to remote learning involves posting only open-ended asynchronous student activities, either through a virtual platform, website, or hard copy handed out to students directly.
- Schools are closed because the safety of students and staff cannot be guaranteed by the Board. ETFO advises that Teachers work somewhere other than school. Teachers should inform the Principal that they are working remotely and won't be at school.
- ETFO legal counsel has advised that Teachers may join CUPE lines before and after the workday, and during their lunch break.
- ETFO TVTL will be filing grievance on the pivot to remote learning, the use of it in collective bargaining, and the attempt to turn Teachers into virtual scabs.
- ETFO TVTL released officers will be joining CUPE picket lines on Friday. All Teachers are encouraged to continue to demonstrate support for our CUPE colleagues as able.
- Teachers are not to take up struck work.

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- Bring to the attention of TVDSB ongoing Teacher concerns, with the expectation that these concerns will be taken seriously and resolved quickly.
- Communicate with Teachers in a clear, concise, and timely manner.

Once again, ETFO TVTL strongly supports our CUPE colleagues and condemns the Ford government for its union busting and anti-education agenda.

We will continue to keep Teachers updated as this situation evolves.

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

c. *ETFO TVTL Released Officers*
Terry Card, President, ETFO Thames Valley Occasional Teacher Local
Elizabeth Kettle, ETFO Provincial CB Staff Officer

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: November 11, 2022
Regarding: **Weekly Update (8)**

CUPE and Bill 28 Repeal

ETFO Thames Valley Teacher Local continues to strongly support the efforts of our CUPE colleagues to secure fair collective agreements through free and fair collective bargaining.

CUPE 4222 and CUPE 7575 acknowledged, and very much appreciated, the support of Teachers at protest sites on November 4 and 7. Thanks to all who joined protests on those days.

Premier Doug Ford has indicated that Bill 28, the Keeping Students in Class Act, 2022, will be repealed on Monday, November 14.

Sick Leave Information and Update Regarding Sick Bank Refresh

After considerable delay, all ETFO Members in Thames Valley should now have the ability to view their updated sick bank count within their employee portal. You should be able to view your allotment of sick days, STD days, and top up days within your Employee Portal by clicking on "view my sick leave".

A 1.0 FTE Teacher receives a sick bank each school year of 11 sick days and 120 Short-Term Disability (STD) days. This refreshes each year on the first day of school unless the Teacher remains off work from an illness continuing from the previous year. If this is the case, the Member must work 10 consecutive days before the sick bank refreshes. The 11 sick days are paid at 100% salary. The 120 STD days are paid at 90% salary. The STD days can be topped up to 100% pay if the Member has top up days. Top up days are days left over from the previous year's 11 sick leave credits. Each of these days becomes a top up day and moves 10 STD days to 100% pay.

Hoping all Members remain healthy and well. Please look after yourself, your health and your family.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, November 11 at 6:00 p.m. **until** Sunday, November 13 at 6:00 p.m.

The Board's **Disconnecting from Work Employee Procedure** came into effect on Thursday, June 2 in compliance with the **Working for Workers Act, 2021**.

Violations of the **Communication Protocol** and the **TVDSB Disconnecting from Work Procedure** must be reported to the Local office immediately.

Duty of the Local

- Defend the **Collective Agreement** and the rights of Teachers under it.
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Elizabeth Kettle, ETFO Provincial CB Staff Officer

"The Collective Agreement is the rule book, not a guidebook."

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: November 18, 2022
Regarding: **Weekly Update (9)**

CUPE Strike November 21

The ETFO Thames Valley Teacher Local (ETFO TVTL) supports CUPE 4222 and CUPE 7575 in their effort to secure a fair collective agreement through free and fair collective bargaining.

CUPE has indicated there will be a full withdrawal of services on Monday, November 21 if a tentative agreement has not been reached by Sunday, November 20 at 5:00 p.m.

TVDSB Pivot to Synchronous Teaching and Learning

In the event of a CUPE strike on Monday, November 21, the Ministry of Education has directed school boards to pivot to online synchronous teaching/learning if in person teaching/learning is not possible. A link to the Ministry of Education memo accompanies this Communiqué.

The Thames Valley District School Board (TVDSB) will pivot to synchronous teaching/learning.

ETFO TVTL does **not** support the pivot to online teaching/learning and has filed grievance on the pivot to synchronous teaching/learning, the use of virtual platforms, and Policy and Program Memorandum (PPM) 164.

ETFO Provincial Advice

- ETFO members are legally obligated to attend to regular work duties as employees of their school board/educational organization.
- ETFO members should refrain from doing any work that is normally performed within the CUPE bargaining unit.

A link to the full ETFO Provincial CB Newsletter accompanies this Communiqué.

ETFO Thames Valley Teacher Local Advice

It is the expectation that the unfortunate pivot to, and implementation of synchronous teaching/learning will be soft and supported with reasonable expectations.

DECEs will be absent from kindergarten programs. Teachers should refrain from doing any work that is normally performed by the DECE. ETFO TVTL recognizes that this situation compromises the overall integrity of the kindergarten program and will be filing grievances accordingly.

ETFO Thames Valley Teacher Local Advice – continued...

TVDSB has determined that students in congregated special education classes cannot be accommodated safely in schools and will be taught synchronously as able.

- Monday, November 21 is a workday for Teachers.
- There is an access protocol granting permission for ETFO Teachers to access picketed worksites. A link to CUPE picket locations, and to the access protocol accompanies this Communiqué.
- Teachers are encouraged to join CUPE pickets before and after school, and during lunch break. Teachers are also encouraged to wear purple in support of our CUPE colleagues.
- Teachers will follow their regular timetables.
- The provisions of the collective agreement are in full effect.
- There will be no cancellation of Occasional Teachers.
- Remote teaching/learning is a blend of synchronous/asynchronous activities. Neither Teachers nor Students are expected to spend an entire school day on camera. This should look akin to what was undertaken in the 2020-2021 school year.
- Teachers can work at school but should advise the Principal if working remotely off-site.
- Teachers are reminded that they have the right, under the Occupational Health and Safety Act, to refuse unsafe work. Concerns in this regard should be forwarded to the ETFO TVTL Local office.

Violations of the collective agreement must be reported to the Local office immediately.

Bill 28 Repeal

Bill 35, An Act to Repeal the Keeping Students in Class Act, 2022, was passed, and given Royal Assent, on Monday, November 14.

Ontario Teachers' Pension Plan (OTPP) Reduced Workload Resource

A link to the OTPP Reduced Workload Resource accompanies this Communique.

Past, Present, and Future Associate Teachers

The Faculty of Education at Western University is hosting a celebration of Past, Present, and Future Associate Teachers on November 30. A link to the event accompanies this Communique.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, November 18 at 6:00 p.m. **until** Sunday, November 20 at 6:00 p.m.

The Board's **Disconnecting from Work Employee Procedure** came into effect on Thursday, June 2 in compliance with the **Working for Workers Act, 2021**.

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- Communicate with Teachers in a clear, concise, and timely manner.

Recognizing that the uncertainty of the times is distressing for Teachers, we should trust in our professional judgement and considerable experience with remote teaching and learning. Concerns will be addressed. Teachers will teach. Students will learn. We fight on.

Thank you for all that you do.

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

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Terry Card, President, ETFO Thames Valley Occasional Teacher Local
Elizabeth Kettle, ETFO Provincial CB Staff Officer

"The Collective Agreement is the rule book, not a guidebook."

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: November 25, 2022
Regarding: **Weekly Update (10)**

President's Remarks, ETFO TVTL General Meeting November 2022

Colleagues and Friends,

This school year is a paradox.

On one hand, there are collective expectations of the familiarity of in-person teaching and learning and a return to the pre-pandemic practices that entails.

On the other hand, these collective expectations are challenged by the realities of multiple rampant illnesses in schools, disruptions to program caused by student and staff absences, and by a dark and negative climate created by a government that is dismissive of parents, does not care about children, dislikes teachers, and despises unions.

In the midst of this paradox teachers carry on, as professionals, supporting student learning with world-class programming, engaging in ongoing communication with parents, and doing the heavy lifting required to maintain an excellent system of public education.

And while teachers contend with increasingly unrealistic Ministry and Board expectations, managerial ineptitude, inertia, and indifference, together we persevere and fight on.

Elementary schools are increasingly violent places for students and teachers. A steady increase in reported violent incidents - 400 in June, 700 in September, 900 in October – points to a pervasive and systemic problem that must be addressed by the government and school boards in Ontario.

Addressing violence in schools is a core priority of this Local one that is being addressed immediately as situations arise, and through collective bargaining. Concrete steps are being taken by the Local to reduce and eliminate violence in elementary schools.

Local collective bargaining will commence once the OLRB has rendered a decision on contested central items, and when the preliminary submission has been presented and approved by members. Our local goal is to obtain a fair collective agreement through the process of free and fair collective bargaining. We will continue to provide clear, concise, and timely updates to all members of the Local as we proceed.

I would be remiss if I didn't mention report cards and the "much-loved" Aspen/SIS.

Three years ago, the Local advised the Board not to procure Aspen. The acquisition, implementation, and operation of this program has been an unmitigated disaster, and has caused many teachers to be unnecessarily frustrated, profoundly disappointed, and understandably angry.

The joint TVDSB/ETFO report card meets next week. Feedback from teachers, the results of the all-member report card survey, and suggestions to fix this mess will be shared with the Board at this meeting.

As you know, our CUPE colleagues reached a tentative agreement with the government. Voting on this agreement started today and will continue through until December 5. The results of the ratification vote will not be made public until December 6.

I want to be very clear that the ETFO Thames Valley Teacher Local has stood, stands now, and will stand in unwavering solidarity with our CUPE 4222 and CUPE 7575 colleagues in challenging times. We know they will do the same for us.

This message of solidarity has been communicated directly and consistently to the CUPE leadership, through them to all CUPE members, and to all members of ETFO TVTL.

Thank you all for the work that you do every day, and for your ongoing support of the work of the Local. It is acknowledged and very much appreciated.

In Solidarity,



Craig

CUPE Tentative Agreement

CUPE and the Government of Ontario reached a tentative agreement on Sunday November 21. Voting on the terms of the tentative agreement commenced on Thursday November 24.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, November 25 at 6:00 p.m. **until** Sunday, November 27 at 6:00 p.m.

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Thank you for all that you do.

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Terry Card, President, ETFO Thames Valley Occasional Teacher Local
Elizabeth Kettle, ETFO Provincial CB Staff Officer

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: December 2, 2022
Regarding: **Weekly Update (11)**

December 6 National Day of Remembrance

Tuesday, December 6 marks the **National Day of Remembrance and Action on Violence Against Women**. A link to the ETFO TVTL **Communiqué** acknowledging this day accompanies this **Weekly Update**. We remember.

Bill 124 Ruling

The Ontario Superior Court of Justice found that the Ontario government's decision, under Bill 124, to impose a three-year wage freeze on teachers, nurses, and other public sector workers, was unconstitutional and violated collective bargaining rights. The Ford Conservative government signalled that it intends to appeal the ruling.

Accompanying this **Communiqué** are links to background information and the court ruling itself.

Report Card Survey

Accompanying this **Communiqué** is a link to the ETFO Thames Valley Reporting System Survey and Recommendations presented to the Board at the Joint Report Card Committee.

Grade 6 Social Studies Curriculum Revisions (September 2023)

Accompanying this **Communiqué** is a link to the Ministry of Education memo to school boards outlining changes to the Grade 6 curriculum for September 2023. These changes will include education on the Holocaust and Anti-Semitism, as well as planned changes focussed on Indigenous education.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, December 2 at 6:00 p.m. **until** Sunday, December 4 at 6:00 p.m.

The Board's **Disconnecting from Work Employee Procedure** came into effect on Thursday, June 2 in compliance with the **Working for Workers Act, 2021**.

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Enjoy the weekend.

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