

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: November 20, 2020
Regarding: In-Person/Full Remote Learning Update (10)

ETFO Thames Valley Teacher Local (ETFO TVTL) does not endorse the Thames Valley District School Board (TVDSB) 2020-2021 school year plan.

TVDSB has, to date, done little to reduce the pressure it is putting on all ETFO TVTL Members.

Teacher Performance Appraisal Update

School Boards are required to focus on the New Teacher Induction Program and performance appraisals in support of new teachers, by providing a temporary pause (school year 2020/2021) on the current cycle of appraisals for vice-principals, principals and experienced teachers. Principals and supervisory officers maintain the ability to initiate a performance appraisal, where required. The requirement for Annual Learning Plans and Annual Growth Plans would remain in place for all teachers and principals respectively. For greater clarity:

- Performance appraisals for NTIP teachers proceed.
- Active performance appraisals carried over from last school year proceed.
- Performance appraisals for experienced teachers scheduled for the school year 2020/2021 (i.e. Teachers who were notified by October 10, 2020 that this would be an evaluation year) may proceed only with the mutual consent of the Teacher and Principal.

Collective Agreement Update

The Local and Human Resources met this week to do a final review of the new collective agreement. Once the final draft has been approved it will be distributed to all ETFO TVTL Members and posted on the local website. Highlights of the new collective agreement will be shared at the November 26th General Meeting.

Inclement Weather

The ETFO TVTL Inclement Weather Communiqué was emailed to all Members this week.

ESL Workload

Concerns regarding ESL Teacher workload are being addressed at the level of ETFO TVTL and TVDSB. A grievance is being drafted and will be filed shortly.

ESL Teachers are advised to follow past practice with regard to workload until the concerns are resolved.

Grievance Update

There are presently numerous active grievances in Thames Valley. There will be a status update at the November 26th General Meeting.

Class Closures due to Presumed/Confirmed-COVID-19 Case(s)

ETFO TVTL Members are advised of the following:

- Respective Health Units (HU) will give direction regarding isolation (quarantine) and class closures.
- Follow the direction given by the HU regarding isolation (quarantine)
- Use the TVARRIS quarantine code to access paid quarantine leave as per Collective Agreement Article L15.08, Quarantine.
- It is required that Members will be replaced by an Occasional Teacher
- HU will give direction if a COVID-19 test is required. Follow the direction of the HU.
- All cases are presumed COVID-19 positive until confirmed by the HU.
- Quarantined Members will remain in quarantine until a negative COVID-19 test is attained.
- Quarantined Members who test negative for COVID-19 will continue in quarantine but will resume remote teaching duties asynchronously until the required isolation period is complete and the HU has given direction to return to normal duties.

TVARRIS, Access to Sick Days, and Quarantine

ETFO TVTL reminds all Members that personal health and safety, and the personal health and safety of family members, is the first priority.

It is important that all ETFO Members are aware of the following TVARRIS Codes:

COVID Personal Sick Absence: Use this code if the TVDSB COVID-19 Self-Attestation is not passed (deduction of sick day).

COVID Travel Related Absence: Use this code if isolating for fourteen (14) days as a result of travel outside of Ontario, in accordance with Government of Canada COVID-19 guidelines (deduction of sick days).

Quarantine: use this code if advised by HU to isolate due to presumptive or confirmed COVID-19 (paid leave, no deduction of sick days).

Illness: Use this code if sick or to attend medical appointments, as per past practice, in accordance with the provisions of the Collective Agreement (deduction of sick day).

Care Day: Use this code to access up to five (5) care day entitlements for their intended purpose, as per past practice, in accordance with Collective Agreement Article L11.04, Care Days.

Teachers, who are parents caring for children who have been directed by the HU to isolate/quarantine, are now permitted to use quarantine days to provide care for their child through the quarantine period. This is leave with full pay and OT coverage.

Advice to ETFO TVTL Members:

- Use the TVARRIS codes for their intended purpose.
- Only notify the Principal/School of absence if TVARRIS is inoperative.
- Use the TVDSB COVID-19 Self-Attestation.
- Contact the Health Unit for advice and follow their direction regarding isolation (quarantine) if experiencing COVID-19 symptoms.
- Uphold the Collective Agreement. It is the rule book, not a guidebook.

Ongoing FRL Concerns

ETFO TVTL and TVDSB Senior Administration continue to meet weekly to resolve outstanding concerns and, more importantly, to provide Teachers with real, meaningful, and immediate relief to address crushing workload issues.

The Local met with the ETFO FRL Workgroup to discuss ongoing concerns and work on concrete recommendations that will improve the working conditions of FRL Members.

Parent/Teacher Interviews

There should be no formally scheduled parent/teacher interviews this school year. Teachers should maintain ongoing contact with parents/guardians regarding student progress.

Direction to Members

- ETFO TVTL Members are directed to uphold and adhere to all provisions of the Collective Agreement.
- It is the expectation of ETFO TVTL that the TVDSB, and its agents, will uphold and adhere to the provisions of the Collective Agreement.
- Questions about the interpretation of the Collective Agreement should be directed to the ETFO Local office.
- Violations of the Collective Agreement must be reported to the ETFO Local office immediately.
- Use professional judgement at all times.

Advice to Members

- ETFO TVTL Members should expect that all verbal directions from Principals/Vice-Principals be put in writing upon request to ensure clarity, consistency and accountability.
- Members should determine whether they are being asked or told to undertake assigned duties. **Ask this question of the Principal/Vice-Principal - “are you asking or are you telling me to...?” If it is an “ask” then the activity is voluntary and Members can make a choice that must be respected.**

- Members should comply with direction if told to undertake activities that are reasonable, lawful and in compliance with the provisions of the Collective Agreement.
- ETFO TVTL Members **must** be free to question safely all directions given by the Board and its agents without fear of retribution, reprisal, or differential treatment.
- Face shields are only required to be worn when physical distancing is not possible.
- Member Participation in all “Professional Development” offered outside the instructional day, or on unassigned time (recess/lunch/nutrition breaks) is **strictly voluntary**.

Reminders

- Professional Judgement is embedded in the Collective Agreement. It cannot be enforced if it is not exercised.
- ETFO TVTL Members are reminded that “expected” does not mean “mandatory.”
- ETFO TVTL Members are further reminded that the health of Teachers and the safety of Students is paramount. Questions regarding Health and Safety must first be brought to the attention of the site supervisor (Principal) as per the Occupational Health and Safety Act. ETFO TVTL will continue to provide immediate support and guidance to Members in all matters relating to Health and Safety.

Members are thanked for everything they are doing. We continue to fight the good fight. Stay well.

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

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