

**To:** ETFO Thames Valley Teacher Local Members  
**From:** Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)  
**Date:** January 29, 2021  
**Regarding:** In-Person/Full Remote Learning Update (18)

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ETFO Thames Valley Teacher Local (ETFO TVTL) continues to remind Teachers, and the Employer, that it does **not** endorse the Thames Valley District School Board (TVDSB) 2020-2021 school year “plan,” which is based on Education Minister Stephen Lecce’s flawed school year “plan.”

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 Occupation Health and Safety Act are vigorously enforced.
- Bring to the attention of the TVDSB ongoing Teacher concerns, with the expectation that these concerns will be taken seriously and addressed in a timely manner.

TVDSB has done nothing to address workload issues and other concerns affecting all ETFO TVTL Teachers.

The Board has the power to make different decisions but is unwilling to do so.

## **COVID-19 School Re-opening**

The Government announced that TVDSB IPL schools will re-open on Monday, February 1, 2021.

Numerous documents regarding re-opening accompany this Communiqué.

- The focus for Teachers and Students next week must be re-establishing routines and ongoing reminders of school health and safety protocols.
- There is **no** synchronous/asynchronous teaching for IPL students as schools have now re-opened (there may continue to be specific situations in special education classes where this is necessary). Students who do not attend should be marked absent and supported accordingly.
- Principals must be removed from teacher view on learning platforms and restored to student view only, as per agreement with TVDSB.

## **Advice to Teachers about Difficult Principals/Vice Principals**

Teachers are expected to be professional at all times when discharging their statutory and regulatory duties. Teachers must expect that Principals/Vice Principals will also be professional when discharging their statutory and regulatory duties. Most Principals are supportive of and work collaboratively with Teachers. Unfortunately, some Principals are more difficult. What can you do about this?

- Remember that Principals/Vice Principals are experiencing the same download of work experienced by Teachers.

- Like Teachers, Principals/Vice Principals are members of the Ontario College of Teachers (OCT) and are bound by OCT Standards, and Ethical Standards of Practice.
- Under of Ontario Labour Relations Act, and as agents of the employer, Principals/Vice Principals are legally bound to uphold and abide by the terms and conditions of the duly ratified Collective Agreement.
- All employees are subject to TVDSB harassment and anti-bullying procedures. Teachers are within their rights to file complaints under these procedures.

### **TVARRIS, Access to Sick Days, and Quarantine**

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

It is important that all ETFO Teachers 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. Travellers within Canada may be subject to additional provincial, territorial and local public health measures at your final destination.

The Government of Canada is considering changes that would further restrict non-essential travel outside the country.

**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 Teachers:**

- Use the applicable 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 at all times. It is the rule book, not a guidebook.

### **Direction to Members**

- Elementary Teachers 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.
- Log all absences into TVARRIS using the appropriate code and follow past practice as per the provisions of the Collective Agreement.
- Violations of the Collective Agreement must be reported to the ETFO Local office immediately.
- Use professional judgement at all times and observe professional boundaries.

## Reminders

- Focus on core teaching duties.
- Do not do the work of other bargaining units or employee groups.
- Where possible, avoid unnecessary busy work.
- Report and document inappropriate parent behaviour to the Principal immediately for follow up.
- Be aware that Teacher participation in **any** TVDSB event schedule outside the instructional day, or during unassigned time (recess/lunch/nutrition breaks), is **strictly voluntary**.
- ETFO TVTL Teachers should expect that all verbal directions from Principals/Vice-Principals be put in writing upon request to ensure clarity, consistency and accountability.
- Teachers should determine whether Principals/Vice-Principals are asking or telling them to undertake assigned duties. If the Teacher is being asked, then participation in the activity is **strictly voluntary**. A Teacher's decision **not** to participate **must** be respected.
- Teachers should comply with direction if told to undertake activities that are reasonable, lawful, and in compliance with the provisions of the Collective Agreement.
- Teachers should question all direction that is unreasonable, unlawful, or in violation of the provisions of the Collective Agreement.
- ETFO TVTL Teachers **must** be free to question safely all directions given by the Board and its agents without fear of retribution, reprisal, or differential treatment.
- Professional Judgement is embedded in the Collective Agreement. It cannot be enforced if it is not exercised.
- Teachers are reminded that "expected" does not mean "mandatory."
- Teachers are further reminded that their health 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.

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