

To: ETFO Thames Valley Teacher Local Members

From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)

Date: September 25, 2020

Regarding: In-Person/Full Remote Learning Update (2)

ETFO Thames Valley Teacher Local (ETFO TVTL) is obliged by statute to work with the Thames Valley District School Board (TVDSB) in representing Members and to ensure compliance with the terms and conditions of the Collective Agreement. **ETFO TVTL does not endorse the school reopening plan.**

Members have been asked to be patient and flexible. Members are professionals, who continue to discharge their duties diligently in support of student learning. However, unreasonable demands and unrealistic workload expectations are causing patience to wear thin. Flexibility is a two-way street and TVDSB must move immediately to reduce the pressure that is being put on all Members.

IPL/FRL Concerns

There are a number of critical Collective Agreement concerns that have arisen during school reopening. These include but are not limited to the following:

- Teacher Preparation Time
- FRL Hybrid Model
- IPL Hybrid Model (Special Education Contained Classes and ESL)
- Temporary Letters of Permission (FSL)
- Notification of Assignment
- Diagnostic Assessment
- Staffing
- Sick Day Usage and Reporting Teacher Absences

Grievances have been drafted and are ready to be submitted pending direct conversations with TVDSB senior administration.

Direction to Members

- ETFO TVTL Members are directed to follow the provisions of the Collective Agreement.
- It is the expectation of ETFO TVTL that the TVDSB, and its agents, will honour 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.

Advice to Members

- ETFO TVTL Members are strongly advised to insist that all verbal directions from Principals/Vice-Principals be put in writing to ensure clarity, consistency and accountability.

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” and that an “ask” is not direction.
- 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 in these very challenging times.

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