

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: April 30, 2021
Regarding: In-Person/Full Remote Learning Update (31)

Administrator Assignments and Staffing Round 1

Accompanying this **Communiqué** is a list of Administrator Assignments for the 2021/2022 school, posted in accordance with new Collective Agreement Article L40.00, Administrator Assignments.

Staffing Round 1 vacancy list will be posted on Friday, April 30, 2021.

Teachers are reminded of the following:

- Teachers can accept up to three (3) interviews per round.
- Vacancies posted should indicate only OCT required qualifications. The Board, and its agents, should **not** add “qualifications” as a way to **discourage** Teachers from applying for positions for which they are OCT qualified.
- Within twenty-four (24) hours of being offered a position, each Teacher who has been offered a position shall advise the Principal or workplace Supervisor of their decision to accept or decline the offered position and the Teacher will advise their current Principal or Supervisor of the acceptance to the offered position (CA Article L26.44).

Teacher Vaccination

ETFO continues to advocate for the vaccination prioritization of all Teachers, and all designated essential workers, who choose to be vaccinated.

What Does TVDSB Have to Say About Synchronous Learning?

“Synchronous learning is **part** of the 300-minute instructional day during which teachers remain available to students. It is important to note that synchronous learning **may** include times where the teacher is available online, **but** where students are working independently or in small groups (e.g., consolidation tasks such as practice questions, writing tasks, preparing a presentation, etc.). It should be noted that some flexibility for students may be required on an individual basis when students are unable to participate in synchronous learning.” (TVDSB, December 30, 2020)

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. That said, there is no excuse for bad/unprofessional behavior.
- 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 must 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.

Advice to Teachers about Abusive Parents

Remote learning, and teaching, is a challenge for everyone. Teachers are expected to be professional at all times and respect boundaries. It is reasonable for Teachers to expect that parents will be polite and respectful at all times. Unfortunately, incidences of parental rudeness and abuse do occur. What can you do about this?

- Set limits with parents and be clear with them about your expectations.
- Report all unacceptable incidences to the Principal immediately for follow up and resolution.
- Parents are subject to TVDSB harassment and anti-bullying procedures. Teachers are within their rights to file complaints under these procedures.
- Verbal abuse is an assault under the Criminal Code. As always, a call to the police is warranted if the safety of the Teacher or students is compromised.

TVARRIS, Access to Sick Days, and Quarantine

ETFO TVTL reminds all Teachers that quarantine provisions/protocol remain in place regardless of the move to virtual teaching/learning.

Teachers directed by MLHU/SWPH to isolate/quarantine must be replaced by an Occasional Teacher until a negative COVID-19 test result is obtained. Teachers will resume teaching duties after a negative test result.

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.

ETFO Direction to Teachers

- 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.

General 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.

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 vigorously 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.

Stay safe and stay well.

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