

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: June 25, 2021
Regarding: In-Person/Full Remote Learning Update (39)

Year End

The school year end is fast approaching and continues to be a merry mishmash of mixed messages and micro-management.

Teachers are advised of the following:

- The last day of classes is Monday, June 28.
- Teacher participation in PA Day activities on Tuesday, June 29 is virtual only.
- ETFO TVTL continues to focus on responding to **Health and Safety** concerns and questions pertaining to upholding the **Collective Agreement**.
- Teacher participation in **any** activity **outside** of the instructional day is **strictly voluntary** as per the **Collective Agreement**.
- Teachers have the **right to refuse** unsafe work under the provisions of the **Occupational Health and Safety Act**.

All other questions or concerns regarding IPL/FRL school year-end should continue to be redirected to the school principal or to:

- Associate Director Riley Culhane (519-452-2000)
- FRL Superintendent Sheila Builder (519-452-2000)
- Superintendent Tracy Langelaan (519-452-2000)

Staffing

Round 3 postings should have been emailed directly to all elementary permanent contract Teachers. A reminder that Round 3 postings are only open to Teachers looking to increase complement.

Communication Protocol

The **Collective Agreement** requires that principals/vice principals **and** Teachers **will** make every reasonable effort to **limit** communication on weekends. Teachers have the right **not** to respond to communication. There will be **no reprisal** if a teacher does **not** respond to non-exceptional communication. Specific exceptions are **TVARRIS being inoperative, inclement weather, emergency or urgent situations**.

Teachers are reminded that this period **starts** on Friday June 25 at 6:00 p.m. and **ends** on Sunday, June 27 at 6:00 p.m.

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.

Two more days and then a well-deserved summer break.

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