

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: October 30, 2020
Regarding: In-Person/Full Remote Learning Update (7)

ETFO Thames Valley Teacher Local endorses neither the Government of Ontario nor the Thames Valley District School Board (TVDSB) school reopening plan.

TVDSB must move immediately to reduce the pressure it is putting on all ETFO TVTL Members.

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.

Parent/Teacher Interviews

A Communiqué regarding the status of Parent/Teacher Interviews will be sent to all ETFO TVTL Members on Monday, November 2, 2020.

Staffing Update

At the beginning of October, TVDSB directed Principals to meet with in-school staffing committees and to review class sizes to ensure equitable distribution within the system. TVDSB announced this week that nearly 1000 students will be moving from IPL to FRL on November 16. This will cause some staff reorganization. Schools affected must have an in-school staffing committee meeting as per the Collective Agreement Article L23.19 to receive staffing information and provide input to the Principal. In situations where the surplus of a teacher results from reorganization, the least senior teacher is the member who will be surplus. ETFO TVTL continues to advocate for stability in the system.

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.
- 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.

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