

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: September 11, 2020
Regarding: Reopening Update (6)

On August 20 the Ontario government announced that current orders issued under the *Reopening Ontario Act (ROA)* would be extended until September 22 due to the pandemic.

The staggered entry for students commences Monday, September 14, 2020 for IPL schools. Instruction for students in FRL schools commences Wednesday, September 16, 2020. The terms and conditions of the Collective Agreement apply during these workdays in all schools and worksites.

The Local and Human Resources meet next Tuesday for Labour Management to address numerous school reopening issues and concerns.

The ETFO Thames Valley Teacher Local continues to work with the Board in matters related to school reopening. That said, **ETFO Thames Valley Teacher Local cannot, and does not, endorse the school reopening plan.**

Timetable and Duty Schedule

- Student supervision is capped at 80 minutes within 5 instructional days. Supervision time shall be defined as the time a teacher is assigned to supervise students outside of the 300 minute instructional day.
- Each teacher shall be assigned a minimum of 240 minutes of preparation time per cycle of five (5) instructional day.
- Both supervision and preparation time are pro-rated to FTE.
- Each Teacher shall have a lunch break of not less than forty (40) consecutive minutes.
- The instructional day shall not be more than 300 minutes.

ETFO Thames Valley Teacher Local (ETFO TVTL) and HR Staffing continues to meet weekly through the period of reorganization staffing.

Sick Days and Quarantine

All members are encouraged to look after their personal health and the health of their families. This is especially true during the COVID-19 pandemic. ETFO members should know that access to sick leave remains status quo. Each full-time (1.0 FTE teacher) has access to 11 sick days at 100% pay, followed by 120 short term disability (STD) days at 90% pay. Any of those STD days are subject to a top up to 100% pay, at a rate of 10 days topped up per sick day left over from the previous school year. Teachers who are sick should stay home and enter the absence in TVARRIS. This applies to Teachers in IPL and FRL schools. If a Teachers tests positive for COVID-19 they would remain off work under quarantine, receiving full pay with no deduction of sick days. Teachers are encouraged to follow public health guidelines at all times.

Health and Safety

ETFO has been working with the Board throughout the summer to ensure that COVID Protocols and Procedures have been developed. Teachers are reminded to adhere to the COVID Protocols, including hand washing, sanitizing, and the wearing of the assigned PPE. All teachers should have received a 2-month supply of surgical masks this week, and are required to wear masks at any time when social distancing isn't possible.

Under the Occupational Health and Safety Act, all workers, including Principals and Vice Principals, must follow established protocols, and all responsibilities under the act. These include notifying their direct supervisor if there are hazards and dangers associated with the workplace, or if there are any missing or defective equipment or protective device that may be dangerous. Relating to COVID, members should notify their administration immediately if elements of the COVID procedure haven't been adhered to, including no water and soap, soap dispensers, paper towels, defective face shields, uncleaned high frequency surfaces, etc. If your concerns haven't been promptly addressed by the Principal, contact the ETFO Local office immediately.

Collective Agreement Terms and Conditions

The Local Tentative Agreement was ratified in June 2020. The Collective Agreement outlines the terms of your employment with the Thames Valley District School Board. While all articles found within the Collective Agreement are important, specific attention needs to be given to the following articles:

The following salary increases are in effect: September 1, 2020 – 1%, September 1, 2021 – 1%

ARTICLE L17.00 - WORKING CONDITIONS

Instructional Time (L17.03) - Effective September 1, 2005, the instructional day shall be no more than three hundred (300) minutes. The instructional day shall be deemed to commence with the start of opening exercises or the start of instruction, whichever comes first, and to end with the students' dismissal from school for the day exclusive of lunch/nutrition breaks and recess break(s).

Preparation Time (L17.04) - shall be used for professional activities, as determined by the teacher, and shall be assigned only during the instructional day.

- 240 minutes per five-day cycle.
- Scheduled in blocks of at least 20 minutes with every reasonable effort made to provide preparation time in blocks of 30 minutes.
- Supervision time is teacher-owned and must be free from supervisory, teaching and other assigned duties.

Lunch Break (L17.05) - Each Teacher shall be entitled to a scheduled interval between classes for the lunch break of not less than forty (40) consecutive minutes. A minimum of forty (40) consecutive minutes of the scheduled lunch break will be free of supervision, teaching or other assigned duties.

Supervision (L17.06) - The Board shall implement the following provisions respecting supervision schedules: Effective on the date of ratification, the maxima of supervision minutes for elementary teachers will be 80 minutes within each period of five instructional days.

Regular staff meetings (L17.07) - shall be scheduled by the Principal in consultation with the teaching staff.

- One staff meeting per month.
- Each meeting shall be no more than 75 minutes in length.
- Teachers are expected to attend regularly scheduled staff meetings. Expected is not mandatory.
- Teachers may submit agenda items for inclusion.

ARTICLE L18.00 - MEDICAL PROCEDURES - PUPILS

L18.01 - The Board shall not require any Teacher to administer medication or perform any medical or physical procedure on any pupil that might in any way endanger the safety of the pupil or subject the Teacher to the risk of injury or liability for negligence.

L18.02 - It shall not be part of the duties and responsibilities of a Teacher to examine pupils for communicable conditions or diseases or to diagnose such conditions or diseases.

Personal Protective Equipment (PPE)

The Government of Ontario has mandated that all Teachers will wear masks in schools. TVDSB will provide Teachers with two-month's supply of surgical masks (2 per day) which must be worn in schools and is a condition of employment. Face shields will be provided to Teachers in Special Education classes and for other Teachers if they are requested.

Teachers are only to use PPE provided by the employer.

It is now mandatory for all TVDSB students K-12 to wear masks.

Reminders

- The challenging situation we all face is evolving and things can change quickly.
- The terms and conditions of the Collective Agreement are in full effect. **Violations** of the Collective Agreement **must** be reported to the ETFO TVTL office **immediately**.
- Teachers should ask that all directions given verbally by Principals/Vice Principals be confirmed in writing.
- Teacher health and student safety are the local priority.

In these challenging times, ETFO Thames Valley Teacher Local continues to fight the good fight on behalf of Teachers and will share all relevant information as soon as it is available

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