

**To:** ETFO Thames Valley Teacher Local Members  
**From:** Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)  
**Date:** June 26, 2024  
**Regarding:** **Update re Retro Salary Increases**

Message from Sharon O'Halloran, General Secretary, ETFO Provincial:

Presidents, as you know, the Kaplan Board of Arbitration's decision on salary increases for ETFO teacher and occasional teacher members for the 2022-2026 Collective Agreement was issued on May 29.

In locals where ratified local agreements for 2022-2026 were already concluded before the release of the Award, ETFO's expectation was for payment to occur no later than 30 days following the Board of Arbitration decision – June 29.

When some school boards indicated they were unable to make payments by this deadline, ETFO requested the assistance of Arbitrator Kaplan for a ruling on this and a few other issues.

The Board of Arbitration issued a decision yesterday that extended the deadline for retroactive payment to July 29 for those school boards where there are ratified local agreements. The decision confirmed, however, that the 30-day deadline continues to apply for agreements ratified subsequent to today's decision.

For school boards who have already indicated their commitment to issue the retroactive payments by June 29 or shortly thereafter, the Board of Arbitration has indicated those boards are expected to honour their commitment.

The Board has not issued a decision yet on two other outstanding issues: increases to allowances and premiums and another question related to the calculation of the average daily OT rate.

An all-member CB eNewsletter will be issued to members shortly with this information. If you have any questions specific to your board, please reach out to your CB Staff Liaison.

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