



ETFO CENTRAL BARGAINING BULLETIN

January 27, 2020 | Bulletin Number 16

STRIKE PROTOCOL: PHASE 5

In addition to the Phase 1, 2, 3 and 4 Work-to-Rule Strike Protocols,

Effective **February 3, 2020**, ETFO members will:

- **NOT** participate in extracurricular activities at any time.

If no agreement is reached at the Teacher/Occasional Teacher and Education Worker Central Tables by January 31, 2020, effective February 3, 2020, ETFO locals will continue in a full-withdrawal of services strike that will require members to engage in a one-day rotating strike and a one-day full provincial strike each week.

ETFO members will participate in the full-withdrawal of services strike action beginning on February 3, 2020 if an agreement is not reached by January 31, 2020. This includes members who work in the following care and treatment facilities:

- Bloorview, Campbell Children's School, John McGivney Children's Centre, KidsAbility, Niagara Children's Centre and Ottawa Children's Treatment Centre.

Full-Withdrawal of Services Strike Scheduled for February 3-7, 2020

If an agreement is not reached by January 31, 2020, the full-withdrawal of services strike scheduled for the week of February 3, 2020, would be as follows in the referenced district school boards, school authorities and sites:

Monday, February 3, 2020

- Bluewater, Grand Erie, Halton, Ontario North East, Renfrew, Superior Greenstone, Trillium Lakelands

Tuesday, February 4, 2020

- Avon Maitland, Campbell Children's School, Durham, Durham Catholic, Hastings and Prince Edward, Lambton Kent, Peel, Rainbow, Thames Valley, Upper Grand

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Wednesday, February 5, 2020

- Kawartha Pine Ridge, Keewatin-Patricia, Lakehead, Near North, Ottawa Carleton, Ottawa Children's Treatment Centre, Penetanguishene Protestant Separate School Board, Rainy River, Simcoe County, Upper Canada

Thursday, February 6, 2020

- ALL ETFO MEMBERS

Friday, February 7, 2020

- Algoma, Algoma Literacy, Bloorview, Greater Essex County, Hamilton-Wentworth, John McGivney Children's Centre, KidsAbility, Limestone, Moose Factory, Moosonee, Niagara, Niagara Children's Centre, Toronto, Toronto Catholic, Waterloo Region, York Region

ETFO's Phase 5 Strike Protocol and strike schedule for the week of February 3, 2020 will be posted on the Collective Bargaining website at etfocb.ca.

Phase 5 Strike Protocol: Frequently Asked Questions (FAQs)

Why is ETFO initiating the *Phase 5 Strike Protocol* as of February 3, 2020 should an agreement not be reached by January 31, 2020?

ETFO's last central bargaining meeting took place on December 19, 2019. At that time, ETFO was advised that the negotiator appointed by the Minister of Education did not have a mandate to discuss key bargaining priorities for ETFO (e.g., special education funding, classroom violence, fair hiring practices, class size, benefits funding, etc.).

ETFO wants to get back to central bargaining but we need to see a willingness on the government's part to bargain fair agreements that address our members' key priorities and that reverse the cuts to elementary education.

For more information, members can watch President Hammond videotaped message about Phase 5 strike action. The message was sent to members in a Collective Bargaining eNewsletter dated January 27, 2020. The video will also be available on ETFO's Collective Bargaining website – etfocb.ca - after 12:00 pm on January 27, 2020.

The *Phase 4 Strike Protocol* states that some extracurricular activities can take place. However, all extracurricular activities are struck under the *Phase 5 Strike Protocol*. What do I do?

As of February 3, 2020, Phase 5 strike action supersedes (i.e., overrides) Phase 4 strike action around extracurricular activities. That means as of February 3, 2020, all extracurricular activities are struck work under the Phase 5 Protocol.

Report Cards: Advice to Members and FAQs

ETFO members are currently engaged in legal strike action that includes withdrawing some of their administrative duties, including providing comments for report cards. Instead, ETFO

members are providing school administrators with a class list of marks for the various subjects/strands taught, or one brief comment per frame for the Kindergarten Communication of Learning.

Some school boards have indicated that they will not prepare and hand out report cards to parents/guardians.

If parents/guardians have a particular question or concern regarding their child's progress, members should do their best to respond as soon as possible. Meetings with parents/guardians can occur, but they need to comply with the parameters of our legal strike action by taking place during the restricted school day.

If members have concerns about a student's achievement that would warrant a conversation with parents/guardians, then members should initiate that conversation as they would have at any other time during the school year.

Members should use their professional judgement to determine whether to schedule a face-to-face interview with parents/guardians. These interviews should be limited in number and must fall within the restricted school day. Phone calls with parents/guardians may also happen but they, too, must align with the parameters of our work-to-rule strike action and occur during the restricted school day.

Report Cards: Frequently Asked Questions (FAQs)

Report card FAQs were provided to ETFO members in a Collective Bargaining eNewsletter issued on January 23, 2019. Additional information (flagged by the word 'NEW') has been added to the FAQs in this *Central Bargaining Bulletin*.

Can you remind me what our job action around report cards looks like?

Effective Tuesday, November 26, 2019, ETFO members will:

- **NOT** complete Term 1 Report Cards – teachers WILL provide the school administrator with a class list of marks for the various subjects/strands taught, or one brief comment per frame for the Kindergarten Communication of Learning;
- **NOT** undertake the role of report card administrator;
- **NOT** file the Progress Report, the Term 1 Report Card or the Kindergarten Communication of Learning.

I have completed/am completing report card marks/Kindergarten Communication of Learning brief comments. What do I do with them when they are done?

Once you have completed your first term report card marks/Kindergarten comments, provide a hard copy of the marks/Kindergarten comments to your principal.

Should I provide a hard copy of report card marks/Kindergarten brief comments directly to parents/guardians?

No. The ultimate legal responsibility for the distribution of students' marks and Kindergarten

comments rests with the school principal.

If a parent/guardian requests report card marks/Kindergarten comments, you should:

- advise the parent/guardian that you have fully assessed their child's progress and have submitted report card marks/Kindergarten comments for their child to the principal;
- let the parent/guardian know they are entitled to receive the results of their child's progress but that the information must come from your principal; and
- recommend that the parent/guardian contact the principal to obtain the report card marks/Kindergarten comments.

What should I tell a parent/guardian if I'm asked why they aren't getting a report card?

Your school board has likely issued a communication to parents/guardians explaining why the school board is not issuing report cards. Refer parents/guardians to that communication.

(NEW) You can also advise parents that:

- you have spent the term teaching, evaluating and reporting on your students' progress, and have provided report card marks for your students to the principal;
- under Ontario's *Education Act*, the school board needs to provide final approval of marks produced by teachers. School boards are then responsible for issuing report card marks to parents; and
- you have fulfilled your responsibilities. It is now the principal's and the school board's responsibility to review and approve those marks and communicate them to parents.

(NEW) *Can I provide parents with the report card marks/Kindergarten comments verbally?*

No. Under the *Education Act* principals, rather than teachers, have the authority to assign grades and promote students. That means the ultimate legal responsibility for the communication of students' marks and Kindergarten comments to parents rests with the school principal and the school board.

Should I provide parents/guardians with the curriculum expectations that were covered in each strand for first term report cards?

If a parent/guardian asks, you may provide this information.

PARENT-TEACHER INTERVIEWS

What is "the restricted school day?"

Under ETFO's *Phase 3 Work-to-Rule (WTR) Strike Protocol*, the restricted school day is comprised of:

- 30 minutes before the start of the regular school day;
- the 300-minute instructional day;
- recess;
- nutrition breaks;
- lunch; and
- 15 minutes at the end of the regular school day.

What advice can ETFO provide about parent-teacher interviews in relation to our WTR strike action?

You may have students who are experiencing difficulties academically, socially, etc. If that's the case, you should have a "head's up" phone call with a parent/guardian to discuss the concerns.

You should then use your professional judgement to determine whether it is necessary to follow up by scheduling a phone interview or face-to-face interview during the school day.

Can a member decline doing parent-teacher interviews?

As has always been the practice, a member should communicate to a parent/guardian whether they feel an interview is necessary.

In addition, members should decline any requests that conflict with our current WTR strike action. In such a case, members may say:

- *"I am currently engaged in a work-to-rule legal strike action where we are withdrawing some of our administrative duties, including comments on report cards. I have fully assessed your child's progress and have provided the principal with your child's marks for the first term report card. The school board has decided not to prepare and hand out report cards. Because the interview is usually an opportunity to discuss the report card, I am not scheduling formal interviews unless there is a concern about a student that would warrant a conversation."*

Can a member choose to email parents/guardians about their child's progress or should these types of updates be done in person?

Unless emailing updates about a student's progress to parents/guardians has been part of your past practice, and parents/guardians are comfortable with this form of communication, you should refrain from using email to communicate about a child's progress.

I have another question about report cards. What should I do?

Members will find more FAQs about report cards on the ETFO Collective Bargaining website (etfocb.ca).

If you continue to have questions after reviewing FAQs on the Collective Bargaining website, ETFO has set up a system to ensure you receive an answer to your question as quickly and as efficiently as possible. The system is as follows:

- If you are a **teacher member** who has a question about WTR, ask your steward;
- If you are an **occasional teacher (OT), DECE, ESP, PSP or education worker member** who has a question about WTR, call your ETFO local;
- If you are a **steward** who has a question about WTR, or are unsure about how to answer a colleague's question about WTR, contact your ETFO local office.

CHECK ETFO'S COLLECTIVE BARGAINING WEBSITE AT etfocb.ca FOR STRIKE RESOURCES, WORK-TO-RULE FAQs AND MORE.