

September 21, 2015

Dear ADSB Families of Elementary Students:

As you may be aware, the Elementary Teachers' Federation of Ontario (ETFO) announced, on Friday, phase three of strike action across Ontario which is set to begin today (Monday, Sept. 21, 2015). This communication is to keep you up-to-date on the labour action.

Phase two of ETFO work-to-rule has been taking place in all public schools across Ontario since June, thus elementary teachers continue ***not to***:

- plan, organize or participate in field trips;
- plan, organize or participate in fundraising activities;
- collect monies;
- attend open houses or 'Meet the Teacher' nights outside of the instructional day;
- participate in board professional development, other than mandatory first-aid training, Sabrina's Law and WHMIS;
- collect or distribute to students any paperwork required by the school or school board.

Effective Monday, September 21, 2015, phase two job actions will continue, and additionally, elementary teachers also ***will not***:

- fill in for an absent teacher or take on additional students during another teacher's absence;
- update classroom websites/blogs, complete or distribute class newsletters;
- update Individualized Education Plans (IEPs) by the required deadline; ETFO has directed teachers to make modifications for students and to complete IEPs at their own pace during the instructional day;
- participate in any in-school meetings or professional learning activities on the next PA Day; instead, they will use the time for their own self-directed activities within the classroom/school;
- prepare report card comments, complete or package the Progress Report; ETFO has directed teachers to provide the principal/vice-principal with a hard copy class list with the ratings for the Learning Skills and Work Habits section, and the required subject area section completed for each child; teachers of alternative programs will provide one brief comment per area;
- conduct parent interviews related to the Progress Report unless the teacher or occasional teacher identifies a concern about a child's progress;
- participate in extracurricular activities on Wednesdays; additionally, on Wednesdays, ETFO has directed elementary teachers to wear a solidarity colour, their ETFO buttons, t-shirts and ball caps.

At this time, ETFO has communicated that unless significant progress has been made at the provincial, central bargaining table by the end of September, they will begin phase four. Phase

four means that during the month of October, they **MAY** begin rotating one-day strikes. If that happens, we will provide you with as much notice as possible about the status of schools. Please know that maintaining student safety, supervision and instruction remain the priority of all our staff. Please continue to monitor the media as well as our website for updates.

As a Board, we are continuing to negotiate locally and remain committed to achieving a local agreement. We respect and value our teachers and their work with students. We remain hopeful that a negotiated provincial agreement will be reached. Thank you for your patience, support and understanding.

A handwritten signature in black ink, appearing to read "Jennifer Sarlo". The signature is stylized with a large, looping initial "J" and a cursive "Sar" followed by a distinct "lo".

Jennifer Sarlo
Chair, Algoma District School Board