

ETT Posed the Following to the TDSB	TDSB Responses
<p><u>Failure to Fill Absences</u></p> <p>The inability to fill teacher absences with a qualified OT is impacting our members, particularly those in programs like ESL and Spec Ed that tend to be cancelled/collapsed.</p> <p>While failure to fill is a reality, principals must also be reminded that they are required to endeavour to book an occasional teacher and not just resort directly to emergency coverage.</p> <p>When programs must be cancelled/collapsed as a last resort, we want the Board to explore a more equitable approach. For example, a system message to principals stating that, where possible, the same teachers do not have their program disrupted by filling in for absent colleagues.</p> <p>Teachers that have been placed on non-voluntary leave of absence has exacerbated the failure to fill problem. The TDSB has recalled other employee groups that were placed on non-voluntary leave because those groups could not be replaced. While ETT is under no illusion that recalling teachers from the non-voluntary leave of absence will solve the failure to fill, it will go a long way to alleviating some of the problems.</p>	<p>We hear your concerns and will communicate this to principals. Failure to fill is a problem that we are currently addressing by “zoning” of OT work. New OT hires are being restricted to working in zones of the TDSB that have difficulty filling absences. We will re-evaluate the effectiveness of this on a monthly basis and make adjustments as necessary in an attempt to address this problem.</p> <p>We have considered this possibility and will continue to explore this option.</p>
<p><u>Compliance Training</u></p> <p>There is a designated PA Day for health and safety training and every year we encounter the same issues. The system is overloaded and crashes making it difficult to use the PA Day for its intended purpose. Additional release time needs to be provided or the Board needs to do things differently. One example would be staggering the timing of the training for each LC so that the system is not overloaded.</p>	<p>The system cannot handle all users accessing compliance training at the same day so we will look into solutions.</p>

<p><u>Program of Study – Students on Vacation</u></p> <p>ETT is hearing from some members that there is an expectation that work be created and posted regularly for students who have been withdrawn from school for vacations. We would like to remind the Board that our members are not required to create and post work for students in this situation.</p>	<p>We agree with ETT. It is not incumbent on the teacher to provide this kind of programming for students on vacation. A student may be asked, for example, to maintain a journal but posting and creating work on is not a expectation.</p>
<p><u>Inclement Weather Grievance</u></p> <p>We are asking for a system wide message to be sent to principals regarding the Minutes of Settlement in relation to this grievance. It appears that many members are encountering some resistance from some principals to the implementation of the MoS between ETT and TDSB.</p>	<p>We will bring this to the next meeting of the elementary advisory committee as an action item.</p>
<p><u>Payment issue for the unvaccinated on sick leave</u></p> <p>Has the TDSB been able to correct the payroll discrepancy for members who are unvaccinated and on sick leave being short on their payment? This caused considerable financial hardship to the impacted members.</p>	<p>All issues made known to us have been corrected. This clerical error was recitified on Friday. Cheques were processed and delievered to teachers who required immediate payment.</p>
<p><u>February Switch Date</u></p> <p>We are requesting that the TDSB finalize a ‘switch’ date from virtual to face to face and vice-versa to maintain as much stability for our members as we approach the New Year.</p>	<p>Switch requests from parents from are due by January 7.</p>