



# Virtual LEARNING

## Protecting Your Rights

ETFO's expectation is that elementary virtual learning in any capacity, including through hybrid models of instruction, will end once the pandemic ends.

ETFO's position on in-person learning remains unchanged. The Federation firmly believes that the daily, in-person model of instruction and support best meets the educational, developmental and social needs of students, provides the best experience for support, and is the most equitable learning model for all students.

ETFO will continue to demand action from the government, school boards and public health units to ensure in-person learning and support can resume quickly and safely.

February 2021



## Teaching Time

In a virtual environment educators are being asked to do impossible things to navigate and ensure quality learning for students. ETFO recognizes that this has created stressful working conditions and the union is continually acting in your interest to protect your rights, raise issues and file grievances to uphold your collective agreement.

**Virtual assignments should be for 225 minutes but the scheduled responsible for students is up to a maximum of 300 minutes.**

The government's "Policy and Program Memorandum 164 – Requirements for Remote Learning" states that the number of synchronous instructional minutes will be 180 minutes for Kindergarten and 225 minutes for grades 1-8 students.

In addition, the schedule/timetable would include asynchronous learning minutes that, in combination with the synchronous learning time, would total up to a 300-minute instructional day; similar to the length of a day in a classroom setting. As outlined in the ETFO teacher collective agreements, the maximum length of the instructional day is 300 minutes, which needs to be pro-rated based on the teachers Full-Time Equivalent (FTE) status.

**Your teaching schedule also needs to factor in a 40-minute, uninterrupted lunch and the preparation time provisions outlined in the local collective agreement.**

Please note that no ETFO member should be scheduled to be responsible for students for 300 minutes per day, on a regular basis. If you have concerns about your schedule or questions, please contact your local office ASAP. Local Executive contacts are listed at [etfo.ca/link/locals](http://etfo.ca/link/locals).

## Creating Schedules

### Is that permissible?

No. Under the Education Act and its regulations, the principal is responsible for providing all educators with their schedules that adhere to the Act and the collective agreement. This ensures that your legally binding collective agreement is honoured and detrimental practices do not get established.

## Staff Meetings

**If you have been asked repeatedly to attend staff meetings and professional learning sessions outside of the regular school day, please exercise your rights!**

Your collective agreement should have language on the number of staff meetings that you can be expected to attend in any given month. In most situations, that would be one 75-minute staff meeting. If you are being asked or required to attend more staff meetings than permitted under your collective agreement, please contact your local office for advice and support.

## Inclement Weather Days

**The union has heard that educators are being asked to work from home during inclement weather days or provide learning materials for students when buses are cancelled, but schools remain open.**

**It is important that you know what are your responsibilities are when school buses are cancelled, or schools are closed?**

Individual school boards make decisions about the operation of schools when there is inclement weather, which may be based on language in local collective agreements and/or language in local school board policies.

Members are required to follow the direction of their respective board and this may include the expectation that they work from home or provide instructional materials to those students who are unable to attend school (i.e., buses are cancelled). Members who experience difficulties fulfilling assigned responsibilities during inclement weather days should discuss this with their school principal as soon as possible.

It is ETFO's position that members should not be expected to provide instruction for both in-person learning and virtual learning during the same time period. If you are directed to do so by the principal, you should contact your local immediately as a grievance may need to be filed.