



## NOTICE TO PARENTS

### Update – September 21, 2015

Elementary Teachers' Federation of Ontario announces Phase Three work-to-rule across Ontario

On September 18, 2015, the Elementary Teachers' Federation of Ontario (ETFO) announced Phase Three of work-to-rule in Ontario, beginning on Monday, September 21, 2015.

During Phase Two, elementary teachers did not:

- 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 School 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.

Phase Two job action will continue during Phase Three of work-to-rule. As of Monday, September 21, elementary teachers will also 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 deadline, with teachers making modifications for students and completing IEPs at their own pace during the instructional day;
- prepare report card comments, complete or package the Progress Report;
- 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.

In addition, on Wednesdays, ETFO has directed elementary teachers to wear a solidarity color, their ETFO buttons, t-shirts and ball caps.

At this time, ETFO has informed teachers that unless significant progress has been made at the provincial bargaining table by the end of September, they will begin Phase Four.

Parents are valued partners in education, and we will provide any new information and updates as they arise. We also have a dedicated section accessible from the front of our website, [www.rrdsb.com](http://www.rrdsb.com), for ongoing updates.

We continue to have confidence in the professionalism of our teachers throughout the negotiation process, and we value their work with students. We remain hopeful an agreement will be reached soon.

Thank you for your patience, support and understanding.

Mission: *"Together, we empower all students to believe in themselves, to achieve, and to dream."*

Vision: *"The Rainy River District School Board is an innovative community, nurturing hearts and minds, to build a foundation for tomorrow, today."*

*This publication is available in accessible formats upon request.*