

Your collective agreement outlines the terms of your employment with the Thames Valley District School Board. As we begin a new school year with a recently ratified collective agreement, it is important now, more than ever to enforce the rights and entitlements found within our collective agreement in order to protect our working conditions. Please contact the ETFO Thames Valley Teacher Local office if you have any questions or concerns regarding any aspect of the collective agreement.

Under the Memorandum of Understanding agreed to in central bargaining The Board of Arbitration awarded the following salary increases:

- For Year 4 (Sept. 1, 2025 to Aug. 31, 2026) - **2.5%**

Years of Experience	Category A	Category A1	Category A2	Category A3	Category A4
0	51955	55641	58105	62443	66526
1	54488	58947	62145	66918	71228
2	57956	62836	66360	71331	75923
3	61455	66877	70534	75929	80841
4	65199	70847	74739	80785	86232
5	68421	74850	78870	85651	91622
6	71868	78816	83064	90505	97016
7	77628	82844	87234	95365	102402
8	81329	86829	91411	100227	107793
9	85264	90853	95604	105083	113183
10	89208	97085	99775	113305	119974
Penultimate	93145				
Ultimate	97085				

Back to School Checklist

- Has my pay been changed to reflect the negotiated salary increase? Am I being paid on the grid based on my QECO and years of experience? Have I recently checked my QECO evaluation online to ensure my evaluation and placement is current and up to date?
- Have my sick leave entitlements been adjusted to reflect the new school year?
- Do I have the correct amount of prep time? (240 minutes per 5-day cycle or 288 minutes per 6-day cycle, prorated to FTE and in a minimum of 20-minute blocks)?
- Do I have the correct amount of supervision? (maximum of 80 minutes within each period of 5 instructional days)?
- Does my school have one (1) timetable where instructional time and breaks are consistent from Kindergarten to Grade 8?

September Spotlight

Key Articles in the Collective Agreement for September

Rights and Responsibilities

Article L5.05 Evaluations

g) Any teacher to be evaluated in a school year shall be notified by October 10th of that school year

Preparation Time

Article L16.04 Preparation Time

Preparation time shall be used for professional activities, as determined by the teacher, and shall be assigned only during the instructional day as defined in Article L17.03.

- 240 minutes per 5-day cycle or 288 per 6-day cycle.
- Scheduled in blocks of at least 20 minutes.
- Free of supervisory, teaching and other assigned duties.
- Pro-rated as per FTE.

Lunch Break

L16.05 Lunch Break

Each Teacher shall be entitled to a scheduled interval between classes for the lunch break of not less than forty (40) consecutive minutes. A minimum of forty (40) consecutive minutes of the scheduled lunch break will be free of supervision, teaching or other duties.

Supervision

Article L16.06 Supervision

(a) The Board shall implement the following provisions respecting supervision schedules: Effective on the date of ratification, the maxima of supervision minutes for elementary teachers will be 80 minutes within each period of five instructional days.

Staff Meetings

Article L16.07 Staff Meetings

Regular staff meetings shall be scheduled by the Principal in consultation with the teaching staff and upon consensus whenever possible.

- Each meeting shall be no more than 75 minutes in length.
- Teachers are expected to attend regularly scheduled staff meetings.

Extracurricular Activities

Article L16.08 Extracurricular Activities

Extracurricular activities are voluntary.

Occasional Teacher Coverage

Article L16.15 Occasional Teacher Coverage

All absences must be entered by the Teacher in the Thames Valley Absence Reporting and Replacement Information system, (TVARRIS), as soon as the absence is known to the Teacher. When absences occur during school hours, the Teacher must notify their Administrator or the office staff in the absence of the Administrator.

Medical Procedures - Pupils

Article L17.01 Medical Procedures - Pupils

The Board shall not require any Teacher to administer medication or perform any medical or physical procedure on any pupil that might in any way endanger the safety of the pupil or subject the Teacher to the risk of injury or liability for negligence.



Contact the Local office with any questions or concerns.

519-474-3150

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Ready to help.**

Creating Change - Together