

**To:** ETFO Thames Valley Teacher Local Members  
**From:** Mike Thomas, President, ETFO Thames Valley Teacher Local (ETFO TVTL)  
**Date:** February 24, 2026  
**Regarding:** **Police Record Check**

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Dear Members,

As you may be aware, in December 2025 the Government of Ontario amended Regulation 521/01 under the Education Act, creating a mandatory requirement for school boards to collect a new police record check every five years for all employees, including teachers.

This is a province-wide legislative change and not a local school board initiative.

We understand the school board sent out communication today in regards to these changes that has left concerns and questions. While we are working to address these concerns, this email serves to update you on the situation from ETFO's perspective.

According to the legislation, if your last police record check was submitted on or before September 1, 2021, your renewal deadline is based on your birth month:

- January–March: due by the last day of your birth month in 2027
- April–June: due by the last day of your birth month in 2026
- July–August: due by June 30, 2026
- September–December: due by the last day of your birth month in 2026

If your last police record check was submitted after September 1, 2021, you must provide a new check five years after the year your most recent check was collected, with deadlines tied to your birth month (July/August deadlines set at June 30 in that year).

The Thames Valley District School Board has stated that it cannot cover the cost of police record checks and the legislation does not require them to cover these costs. Members will be required to apply through their local police service and pay the associated fee. The board has indicated that instructions will be provided directly to affected employees and that members should wait for official direction before applying, as starting early may invalidate the results. They have also acknowledged the potential for delays due to high application volumes.

From our perspective, while this is a government-mandated change, we will continue to work with the board to ensure implementation is fair, reasonable, and respectful of members' time and privacy. Specifically, we will be seeking to:

- Ensure members receive clear, ample notice of deadlines so they can realistically meet the timelines tied to their birth month.
- Review the documentation provided to members to support their application for a Vulnerable Sector Check (VSC).
- Confirm there is a secure and confidential submission process for completed checks.
- Clarify how the board will address processing delays and what measures will be in place to prevent members from being disadvantaged due to circumstances beyond their control.
- Confirm that local police services have been contacted regarding the anticipated surge in VSC applications to help minimize delays.
- Review how the board intends to track the ongoing five-year renewal cycle.
- Remind members that you have the right to request reconsideration from the police service if you believe information has been incorrectly included on your VSC. Any reconsideration request should occur before submitting the completed report to the employer.

We recognize this creates an additional administrative and financial obligation for members. We will continue to advocate for reasonable processes, clear communication, and fair treatment throughout this transition.

The Local will share updates as more information becomes available.

For any questions, concerns, or simply a friendly chat, the Local ETFO Office is only a phone call away at 519-474-3150 or an email to [etfotvtl@etfothamesvalley.com](mailto:etfotvtl@etfothamesvalley.com) - we're here to help.



c. Released Executive, ETFO Thames Valley Teacher Local