



Thames Valley
District School Board



**MEMO TO: Elementary Principals and Vice Principals
ETFO Thames Valley Teacher Local Members**

**FROM: Lynne Griffith-Jones, Senior Superintendent of Human Resources
Mike Thomas, President, ETFO Thames Valley Teacher Local**

SUBJECT: Staffing Update

DATE: May 14, 2026

As you are aware, Thames Valley has been experiencing declining enrolment and, as a result due to system staffing needs, we delayed the Round 1 posting to ensure the complexities of the staffing process were carefully reviewed so that the appropriate staffing levels for 2026-2027 school year were identified.

Through ongoing collaboration between the Board and ETFO Thames Valley Teacher Local, we have been able to develop a staffing approach that avoids redundancies and ensures that all impacted teachers will continue to have positions within the system for the 2026-2027 school year. Thames Valley has been able to avoid job loss through careful planning, collaboration, and a continued focus on supporting employees.

While some teachers will move through a System Surplus process as staffing adjustments are finalized, this work reflects a shared commitment to supporting staff through a period of declining enrolment in a thoughtful and responsible way. Importantly, we recognize that staffing changes can create uncertainty, and we remain committed to working collaboratively with ETFO to support affected teachers as positions become available throughout the staffing process. As a board, we care about our employees, and it was important for us to work with ETFO to find a solution that would support impacted staff.

Every day, the incredible work that happens in each school reflects the dedication and care that all teachers have for each student. As we continue to work through the staffing process, it is important to know how much the board appreciates the amazing learning opportunities and kindness you show for students.

Thank you for your understanding, for everything you do, and for your ongoing commitment to support students in your care.

Lynne Griffith-Jones, Senior Superintendent of Human Resources
Mike Thomas, President, ETFO Thames Valley Teacher Local