

January 11, 2024

Dear SRPSD Parents and Guardians,

In December 2023, the Saskatchewan Teachers' Federation (STF) communicated that teachers have voted in favor of sanctions, potentially leading to job action. The STF and the Government-Trustee Bargaining Committee went through conciliation in December and the report was released on January 8th, 2024.

Although there is no official notice of job action at this time, we believe it is crucial to keep you informed and prepared for any potential changes that may impact the regular school schedule or school operations.

Saskatchewan Rivers Public School Division (SRPSD) teachers, principals, vice principals, consultants and coaches are all members of the STF. Any direction from the STF to initiate job action will impact these employees and the operation of our schools. While we do not know when or what form of STF job action could take place, SRPSD would like to assure you that the safety of our students is always our top priority.

Other priorities that we will have during Teacher Job Action:

- **Effective Communication:** Keeping families and caregivers informed remains a top priority. Please anticipate updates through our website, email and Edsby, as well as on our official SRPSD Facebook and Instagram pages, which will serve as our primary communication channels.
- **Focus on Student Learning:** Our commitment to maintaining a high standard of student learning remains despite any potential job action.
- **Facility Security:** We are dedicated to maintaining robust security measures across all SRPSD facilities to ensure a safe environment for everyone.
- **Respect for Bargaining Rights:** We are committed to respecting the lawful collective bargaining rights of our staff throughout this process.

In the event of job action, potential sanctions may include the cancellation of extra-curricular activities, withdrawal of noon-hour supervision, work-to-rule scenarios, and strikes. For now, school operations will continue as normal. However, should we receive notice that job action will occur, SRPSD will notify families and staff as soon as possible.

What will be the impact of the potential teacher sanctions mentioned above?

1. **Withdrawal of extracurricular volunteering** – Extracurricular activities will be cancelled for the duration of this specific sanction.
2. **Withdrawal of noon-hour supervision** – The Principal and Vice Principal will have an alternate plan to ensure student safety. This might include grouping students in common areas for lunch and on the playground, offering lunch supervision to other volunteers/staff, and/or scheduling support staff to supervise as part of their duties for the day.
3. **Work to rule** – Students will only be allowed in the school during school hours. Support staff would work their regular shifts.
4. **Strike** – *School will be cancelled for students.* Please consider a plan in advance in the event this takes place. Our hope is for adequate notice, but we cannot guarantee how much notice we will receive for strike action.

Please note - Before and After School programs that provide childcare will remain open if the first three sanctions mentioned above take place but will not be open during a strike.

We sincerely appreciate your understanding and cooperation as we navigate through these negotiations. We remain committed to providing a positive and supportive learning environment for our students.

If you have any questions or concerns, please contact the SRPSD Education Centre at 306-764-1571 or 1-888-764-1571.

Thank you for your continued support.

Yours in Education,

A handwritten signature in blue ink, appearing to read "Neil Finch".

Neil Finch
Director of Education
Saskatchewan Rivers Public School Division