

April 11, 2024

Good Spirit School Division Staff & STF Members,

Considering recent directives by the Saskatchewan Teachers' Federation (STF) concerning work-to-rule job action, the Good Spirit School Division is dedicated to maintaining the highest standards of education and welfare for our students and staff. It is essential for our educators to understand both the Division's stance as the employer and the boundaries established by the STF's work-to-rule action.

Work-to-rule is recognized as a legitimate form of job action, focusing on ceasing voluntary professional services not mandated by legislation, such as extra-curricular activities, noon-hour supervision, and duties not specified in section 231 of The Education Act, 1995. The GSSD and STF agree that this action involves a restricted workday, withdrawal of noon-hour supervision, extra-curricular activities, and other voluntary services.

During this period, the GSSD outlines the continuation of professional responsibilities to ensure our students receive a quality education, including:

- **Delivering Curricula:** Uphold professional responsibilities and curricular standards by teaching the Saskatchewan Curricula.
- **Student Safety:** Prioritize student safety and well-being during assigned hours.
- **Class Continuation:** Adhere to professional responsibility and assigned duties by ensuring classes proceed as scheduled.
- **Monitoring Attendance:** Keep track of student attendance.
- **Engaging in Communication:** Stay in touch with parents, especially of at-risk or special needs students, and carry out regular student evaluations.
- **Attending Meetings:** Take part in essential meetings, adhering to the set time restrictions.
- **Supporting Diverse Needs:** Develop and implement Individualized Intervention Plans (IIPs) for students with unique requirements.
- **Conducting Assessments:** Complete all required assessments and surveys (e.g., F & P BAS, CFR, EYE Assessment, OurSCHOOL (Tell Them From Me) Survey) and fulfill all reporting duties, including report cards, as per professional obligations.
- **Participation in School Activities:** Actively participate in assemblies, presentations, and other school events during designated times as part of professional duties.

Furthermore, activities restricted under work-to-rule include:

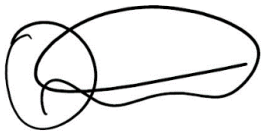
- **Restricted Presence at School:** Teachers are encouraged not to be present outside a 15-minute window around scheduled classes.
- **Non-Instructional Activities:** Halting supervision during lunch or voluntary non-instructional activities.
- **Field Trips and Events:** Restricted planning or participation outside of school hours.
- **Communication:** Limiting communication with parents or staff outside instructional hours, except in emergencies.
- **Professional Development and Additional Duties:** Not expected to participate outside restricted hours.

We also want to express our appreciation to all GSSD teachers, in-school administrators, and educational consultants for your dedication throughout the year, especially during these challenging times. School divisions have sought clarity on voluntary versus paid professional services, and we support our teachers in continuing their regular instruction and activities during the school day.

If you have questions during sanctions, please consult with your in-school administrator. In-school administrators will seek further guidance if required from their Superintendent of Schools. Our aim is to balance the professional obligations of our educators with respect for the work-to-rule action, ensuring the continued provision of quality education to our students while advocating for fair working conditions for our teachers.

Your dedication and professionalism during this period are invaluable, and we are committed to supporting you every step of the way.

Sincerely,

A handwritten signature in black ink, consisting of a large, stylized 'Q' followed by a horizontal line that loops back under the 'Q'.

Quintin M. Robertson,
Director of Education/CEO
Good Spirit School Division