



Sanction Information

Sanction Action: Restriction of Services

Sanction Dates: Thursday, March 12, 2020 until further notice

Participants

All STF members

Sanction Parameters

Members are to report to school and provide professional service no more than 15 minutes prior to the start of the school day and not later than 15 minutes after the conclusion of the school day.

For example, if the school day begins at 9:00 a.m. and ends at 3:30 p.m., teachers will arrive at 8:45 a.m. and leave at 3:45 p.m.

Members will continue to provide student supervision such as recess or bus supervision within the timeframe specified above.

Work to support classroom instruction required outside of the hours prescribed above is to be completed off-site.

There is to be no provision of voluntary or extracurricular services during the sanction period.

Lunch Break Supervision

Members who have volunteered to provide lunch break supervision may continue to do so as previously scheduled.

Members are **not** to provide any other voluntary services (extracurricular activities, tutoring, club meetings, event planning, etc.) during the lunch break.

Principals, Vice-Principals and Assistant Principals

Principals, vice-principals and assistant principals remain committed to the safety and well-being of their students.

Principals, vice-principals and assistant principals will be able to extend their work hours on March 12 and March 13 to monitor and inform the employer about the adequacy of the supervision in order to ensure student safety.

Effective March 16, principals will join all other members in providing professional service only within the hours prescribed in the sanction parameters. All additional supervision is the responsibility of the board of education.

Principals are not to convene before and after school staff meetings during the sanction period.

Members Assigned to a Workplace Other Than a School

Members assigned to a workplace other than a school, such as coordinators, consultants, teachers in distance learning centres, storefront or alternative programs will only provide services within the same timeframe as the colleagues at the largest school in the division. If the school day of the largest school begins at 9:00 a.m. and ends at 3:30 p.m., members not assigned to a school will only provide services from 8:45 a.m. until 3:45 p.m.

Members on secondment are expected to abide by the sanction parameters stated above.

Helpful Reminders

Events within the school day continue to occur as scheduled.

Events scheduled beyond the school day will not be supported by teachers.

Student-led conferences outside of the school day are an exception to this sanction action and will be allowed to occur as scheduled.

Considerations

Regarding the postponement, cancellation or rescheduling of events outside the restricted services timeframe:

- Questions to ask in considering postponement, cancellation or rescheduling are:
 - Where does the authority lie to postpone, cancel, or reschedule?
 - Will the content of the curriculum be compromised by the postponement, cancellation or rescheduling of the activity or event?
 - Will student learning be compromised if the activity or event is postponed, cancelled or rescheduled?
 - Can this event occur during the school day as stated in the sanction parameters?
- Should the decision-making authority lie with the member, the member will decide whether to postpone, cancel or reschedule the event or activity based on the questions above and the expectations stated in the sanction parameters.
- If the decision-making authority lies elsewhere, the member will inform the decision-making authority of the ability of members to participate based on the expectations stated in the sanction parameters. The decision-making authority will then have to decide whether to postpone, cancel or reschedule the event or activity.

More Information

For further information on sanctions, please visit the Federation website at www.stf.sk.ca/teaching-saskatchewan/collective-bargaining/sanctions.

Members may also contact the Sanctions Information Centre at 1-800-667-7762 or at bargaining@stf.sk.ca.

Exemptions

Exemptions will only be granted in exceptionally compelling circumstances as per the principles in the exemption document at https://www.stf.sk.ca/system/files/principles_to_guide_exemptions_2020.pdf.