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March 5, 2020

Dear Horizon Families,

I trust you and your family are well. I am providing you this letter as information, as each of us recognizes the possibility of some form of job action by the teachers in the province of Saskatchewan, including those teachers who are part of Horizon School Division No. 205.

It is important for you to know that plans are being completed to deal with the possibility of job action. Teacher sanctions could take various forms, from the withdrawal of extracurricular activity supervision, to the withdrawal of noon period supervision, to half-day/full-day strikes, to rotating strikes, or to a general strike. Regardless of the type of sanction, our intention is to do everything possible to keep you informed so that we can work together to provide for the safety and well-being of your children/our students during any period of job action.

We know that our children's interests are extremely important in the minds of our teachers. We continue to be very aware that the processes involved in negotiations are business matters and fall within the legal mandates of the parties involved. In saying this, we have been told by the Saskatchewan Teacher's Federation (STF) that, in the case of strike action, they will provide us with at least 48 business hours notice. This notice will be provided to families through a letter, which will be carried home by students and/or emailed wherever possible. As well, the media will be informed immediately of the Division's plan to deal with any strike action.

Should strike action of any kind occur, a "Communications Centre" will be established at our Horizon Central Office. It is our intention that staff supporting this Communications Centre will be able to provide you with up-to-the-minute information with respect to Horizon's plans, in order to help families make appropriate arrangements for their children. The Centre will be open for calls during regular business hours (8:00am to 4:30pm) during the period of job action. Additionally, details of the job action shall be provided using our Division website at [horizonsd.ca](http://horizonsd.ca). If you have a need to call, please use the following number during work hours:

Horizon School Division No. 205: 1.306.682.2558

Once again, we assure you that Horizon is committed to do everything we can to mitigate the position families may be in as a result of job action. Thank you for your attention to this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kevin C. Garinger", is written over a light blue horizontal line.

Kevin C. Garinger, B.Ed, M.A.Ed  
Director of Education/CEO  
Horizon School Division No. 205