

**November 3, 2022**

**Memorandum to:** Directors of Education  
Secretary/Treasurers of School Authorities

**From:** The Ministry of Education

**Subject: Labour Disruptions – Contingency Planning**

Following two years of pandemic disruptions, the Ministry of Education appreciates everything that school boards have done to provide students with a return to a normal learning experience, complete with extracurricular activities and additional academic supports. A key priority for the ministry is ensuring students continue their learning uninterrupted for the entirety of the school year.

Given the recent announcements by CUPE of their intention to fully withdraw their services in schools on Friday, November 4, 2022, the ministry is asking all school boards to implement contingency plans, where every effort is made to keep schools open for as many children as possible.

If because of the planned withdrawal of services from CUPE staff a school board determines that it cannot maintain the healthy and safe operation of schools for students, school boards must support students in a speedy transition to remote learning. Remote learning delivery should be synchronous and should align with the minutes of instruction outlined in Policy/Program Memorandum 164.

Unless other circumstances exist that require closure, schools must also remain open to staff, who are expected to attend their workplace as usual, and in particular to support synchronous online learning.

In response to CUPE's notice of strike, On October 31, 2022, the Ontario government introduced *Bill 28, Keeping Students in Class Act, 2022*. If passed, this Act will ensure students remain in the classroom learning.

### ***Students with Special Education Needs***

Consideration should be given to planning for students with special education needs. Continuity of education should be the top consideration, and school boards are expected to work flexibly to accommodate their needs, including ensuring access to specialized (i.e. SEA) equipment and supports.

Where necessary, school boards should review plans for remote learning for students with special education needs, including the requirements in Policy/Program Memorandum 164 and best practices shared in the ministry's Guide to Remote Learning for Students with Special Education Needs (available on the VLE).

### ***Licensed child care in schools***

School boards should ensure that impacts to licensed child care programs are considered in any contingency planning and that all efforts are made to preserve access to full day child care centres co-located with schools.

Child care programs should be given relevant information as early as possible so that they can develop contingency plans and inform families and staff of any changes, or new protocols that may be put in place.

### ***School Visitors/Programs & Community Use of Schools***

School boards should continue to work with local public health units on implications for any programs that run during and after school hours, including oral and visual screening and routine immunization clinics.

School board contingency planning should also take into account Community Use of Schools and permit holders. School boards should provide notice to all permit holders of potential labour disruption, and how they may be impacted during this period.

The ministry asks that school boards continue to implement a multi-pronged communications approach for students, families, staff and partners.

The ministry will endeavour to provide ongoing updates on these and other issues as they arise. As always, thank you for your ongoing work to support students, families and staff.

- c. Executive Director, Association des conseils scolaires des écoles publiques de l'Ontario (ACÉPO)
- Executive Director, Association franco-ontarienne des conseils scolaires catholiques (AFOCSC)
- Executive Director, Ontario Catholic School Trustees' Association (OCSTA)
- Executive Director, Ontario Public School Boards' Association (OPSBA)
- Executive Director, Council of Ontario Directors of Education (CODE)
- Executive Director and Secretary-Treasurer, Association des enseignantes et des enseignants franco-ontariens (AEFO)
- General Secretary, Ontario English Catholic Teachers' Association (OECTA)
- General Secretary, Elementary Teachers' Federation of Ontario (ETFO)
- General Secretary, Ontario Secondary School Teachers' Federation (OSSTF)
- Chair, Ontario Council of Educational Workers (OCEW)
- Chair, Education Workers' Alliance of Ontario (EWAO)
- Co-ordinator, Canadian Union of Public Employees – Ontario (CUPE-ON)
- Executive Director, Association des directions et directions adjointes des écoles franco-ontariennes (ADFO)
- Executive Director, Catholic Principals' Council of Ontario (CPCO)
- Executive Director, Ontario Principals' Council (OPC)