

October 14, 2021

Dear Jennifer, John and Michelle,

Thank you for your letter on September 28, 2021 regarding the implementation of the TDSB Mandatory Vaccination Procedure. We appreciate your support and patience as we work towards implementing this policy and considerations for employees' individual situations. As you know, the Board of Trustees approved a [COVID-19 Vaccination Procedure for Employees, Trustees and Other Individuals](#) on September 14, 2021 that confirmed that all staff, with the exception of those with medical or creed-based exemptions, must be fully vaccinated by November 2021.

We understand that vaccination is a deeply personal decision, however, due to the serious health threat COVID-19 presents to the public, this must be balanced against the Board's obligations to protect the health and safety of its employees and students. Data shows that being fully vaccinated significantly reduces the risks of the most serious outcomes of COVID-19 and, as children under 12 – the large majority of our students – are ineligible to be vaccinated at this time, we must work together to protect them and each other.

We also understand the concern that has been raised with respect to the impact this procedure may have on staffing levels and we continue to monitor those levels to ensure a safe learning and working environment for our staff and students. Based on the data from October 7, nearly 95% of staff who have disclosed their vaccination status are partially or fully vaccinated. We continue to connect directly with those who have not yet disclosed their status to remind them of the requirement from the Ministry of Education to attest to their vaccination status.

The TDSB continues to work towards addressing class size concerns through realignment and by accessing some of the Ministry funding provided to support reduced class sizes. Last year's class size targets were only achieved by reassigning central staff, reallocating library/guidance teachers and with the help of an additional \$30 million that was allocated through the Board of Trustees which was reflected in our overall deficit. Unfortunately, we are not able to support the same level of class size reductions this year.

The safety and well-being of our staff and students continues to be our priority. We have provided more than 14,000 HEPA filters system wide in both schools and office environments, expanded the availability of PPE and have enacted a number of protocols to address staff safety. We also recently launched a student vaccination attestation program that will further keep staff and students safe.

I truly appreciate your continued support and cooperation as we work collectively to ensure the safety of our staff and students while managing each of the challenges this pandemic brings.

Warm Regards,



Colleen Russell-Rawlins
Director of Education