

- The Ed Act is clear that a teacher may not teach out of their area for more than two classes.
- **Committee Applications**
- deadline is June 26, 2009. There are many ways to share you interest and talent in our professional advocacy.
- **TSU COMMITTEES:**
 - Awards
 - Beginning Teachers
 - Communications
 - Corporate Responsibility
 - Finance & Budget
 - Human Rights
 - Legislation
 - Long Term Disability
 - Membership Services
 - Political Advisory
 - Professional Development
 - Public Relation
 - Religious Affairs
 - Safe Schools
 - Student Liaison
 - Teacher Education
 - Unit Annual General Meeting
- **JOINT TSU/TCDSB COMMITTEES:**
 - Benefits
 - Deferred Salary
 - Health & Safety
 - Medical & Physical Procedures
 - Professional Development
 - Safe Schools
 - Staff Allocation
 - Work Related Experience
- **BARGAINING UNIT COMMITTEES:**
 - Grievance
 - Health & Safety
 - Labour Liaison

TSU Notes

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Staffing and Consultation

Art 6.06

“Assignments are to be developed by Departments in a collegial and collaborative manner for approval by the principal.”

This does not mean a decision is made on a schedule on which you are asked for approval. You are entitled to consultation and input with other members in the department before any decisions are made. These decisions should be made together for the approval of the principal. This is a practice already used in some schools and

departments. Staff in more than one department must be consulted in each department. Be sure personal contact is made with staff on leaves. A mother with a new baby is not likely checking e-mail and the administration have a duty to ensure this opportunity for consultation.

Art 3.06

“No teacher shall be placed in any assignment for which the teacher does not hold the appropriate qualifications

without the teacher’s written consent.”

If you are teaching out of your area of qualification you need to sign a letter of mutual consent.

Art 6.08

“On the recommendation of the LSSAC, each school may schedule a professional activity day to be the day following one of the Parent-Teacher Interview nights.” Be sure your LSSAC reviews this and makes the request.

Postings and your schedule

All headships and jobs should be posted as open to ensure all members are informed and have a fair opportunity to apply. You may assist your staff representative and LSSAC by giving them information to be sure they are aware of

all such positions.

Art 6.07

By May 30 teachers will be tentatively assigned to departments and by June 30, teachers will be

informed of their assignments for the following school year. After June 30 teachers will be informed immediately of changes to these assignments in writing.

LSSAC—We need your help staffing

Staff

Please be sure LSSAC is aware of your areas of expertise and interest. This should have been requested by administration before May to inform the LSSAC process.

Bring details of concerns on any areas on staffing to the LSSAC and teacher representative. Give them the detailed information needed to advocate for fair and equitable staffing. It is helpful if you can provide summary points.

It is a good practice to review coverages to ensure they have been equitably shared. If there are concerns they should be placed on the first LSSAC agenda in September

LSSAC should request:

Form 107

Full master schedule

Postings of all positions and headships

Letters of permission

Staffing is a challenge that requires getting the right information and advocating effectively for rights under the contract. This demands professional and respectful dialogue. When there are issues, a creative problem solving approach should be used. More often than not the best solutions are the most informed and they benefit from group wisdom and

problem solving that builds trust and community. Sometime we disagree and the challenge is to be firm advocates while respecting differing experience and points of view as we work towards answers.

The process when it is most challenging is where we can build the most trust and respect through professional collaboration. Easier said than done, this is the challenge. It is not unlike family relations.

Where agreement cannot be found issues can be referred to TSU or the SSSAC (JT TSU/TCDSB staffing committee). Think of this as a form of marriage counselling.

Thank you everyone for your ongoing efforts



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We Teach The Love of Learning.

TSU Mission Statement

TSU, in cooperation with Divine grace and in solidarity with the Catholic community, serves the professional and contractual needs of its members.

Core Values

*Dignity of the Individual
Professionalism
Catholic Education
Faith Based Community*

Vision

- To be a proud community of Catholic educators
- To establish and protect collective members rights
- To create, maintain and broaden respectful and collegial relations with partners in Catholic Education.
- To have a commitment to a strategic planning cycle
- To have established, effective communications
- To be recognized and respected advocates for public Catholic Education
- To network with the broader community
- To model Christ by supporting each other as brothers and sisters
- To assist in the professional and spiritual development of our members
- To be effective Catholic advocates of social justice in the broader community