

- **WORLD TEACHER DAY** (Oct 5th)
Toronto Marlies
Appreciation Day
with Family (Oct 4th)
Watch for Info
- **Professional Meeting Space:**

Did you know TSU has a presentation and meeting space that will fit up to 40 people. Several subject groups, committees and Jt TCDSB/TSU meetings use this space. Wireless Wi-Fi and a 100" screen and projector are installed for your use. We would be pleased to host your group at no cost. Contact the TSU office at 416.633.5502 for details and availability.
- **Teachers own their Annual Learning Plan (ALP)** — The plan should be personally designed and chosen. Admin may offer advice in support but be sure to express your autonomy and be careful not to overbuild such plans. Talk with your staff rep if you have questions or visit the OECTA website for info: <http://www.oecta.on.ca/special/performindex.htm>
- **Staff Rep Training Oct 18-19**

TSU Notes

VOLUME 2, ISSUE 1

SEPT 9, 2009

Staffing Successes and challenges

Last year our sister affiliate TECT faced a large number of surplus notices for their members. We, as always, had staffing challenges for members with issues like Return to Work, Transfers, Part Time to Full Time, and Accommodations. The board, TECT, and the TSU SSSAC worked collaboratively to meet these challenges, encompassing more member needs, while protecting the contractual rights for TSU members and ensuring there were no layoffs for our OECTA TECT colleagues. This would not have been possible individually and we appreciate the good will and good faith shared in this process. We thank our SSSAC and executive and staff reps for their work in this regard. You can imagine that staffing almost 6000 teachers is a huge job with declining enrollment. With over 2200 TSU members

we know there can be individual circumstances that do not come to our attention. All members rights should have been protected. We have been working with your teaching reps to identify and resolve individual situations. Locally we did find a few issues and TSU is pursuing these. They were related to maternity leaves and failure to meet Article 6.06 (requirement for collaborative and collegial scheduling in departments). Staff should have had the opportunity to express course preferences before scheduling started and changes should have been discussed in advance with your LSSAC. LSSAC should have notes posted for staff. If you have a concern about your schedule please discuss it with your staff rep, if it cannot be resolved with your local administration TSU is here to help. Let us know.

New Hires were not to be hired until your internal staffing had been completed and all TSU members were placed.

Admin changes were late and this complicated completed scheduling. Since all TSU members did not have a chance at dept head positions that became open TSU has asked that they be posted as acting for one semester in semestered schools and one year in full year schools so jobs can be posted open for all TSU members to consider.

TSU Notes is intended to be a vehicle for us to communicate in a timely manner with members on **contractual issues** that come in to the office. Staff representatives have identified a need for more of this **practical and timely information**.

TSU Speaks for TSU

When board administrators or representatives refer to TSU as having 'been consulted', 'having approved', 'and having had their concerns addressed', **the board should have TSU present, or have such agreement in writing.** The board should not speak for

TSU to our members or others. This 'representation' is often confusing and in some cases inaccurate. We have asked Sr. Staff to help board staff to understand this concern.

Remember TSU speaks for TSU.

"The greatest challenge to any thinker is stating the problem in a way that will allow a solution."

Bertrand Russell

Recent Questions

PAYSLIPS

TSU Members should have received their first pay on the Friday of the first week of work—which was last Friday Sept 4th. They will also receive a pay this coming Friday Sept 11th and then in a bi-weekly schedule for the rest of the year.

This years pay will reflect the new OECTA Member Protection Fund which will show the deduction as "OECTA Grid Dues" which are .12% of salary.

TCLP (Teaching-Learning Critical Pathways)

We have had a number of questions regarding TCLP. TSU has not received the different communications shared in the schools and we would appreciate if you could share them with us as we try to focus the concerns we are hearing. This initiative was not developed in collaboration with TSU and we are aware there are a number of contractual and practical concerns. We look forward to your help in clarifying concerns so that we may bring those to the Board.

Constructive Relationship

Education Minister Kathleen Wynne told the Provincial AGM that OECTA's openness to dialogue has contributed to a positive and constructive working relationship. she acknowledged "This doesn't mean we haven't had difficult conversations,". She thanked OECTA members and leadership, "for your hard work on behalf of students and for your willingness to help us create a provincial dialogue in the best interest of education and the students in this province. We expect a robust discussion about what we learned. We will build on the positives."

We are all Professional Advocates

Respectful and firm advocacy by OECTA members is a critical piece for students to have successful schools. This includes dialogue on initiatives and ongoing issues that are part of a community constantly striving to meet their challenges. Sharing your expertise and experience is important to shape the communities we are and the education we can provide. It is necessary that your experience be engaged to build trust and to ensure the practicality that is critical to sustaining any initiative.

Be sure to share concerns and questions with your staff reps and TSU. We also require your first hand knowledge and information to advocate effectively as a collective professional voice in parallel to your local efforts. This is now an expectation of the provincial and local Collective Agreements.

"God Gives us our greatest opportunities brilliantly disguised as unsolvable problems."

(Chuck Swindoll)

Be Wary, Be Wise

Review the "Be Wary, Be Wise" video and accompanying booklet on how to reduce allegations. The booklet is available in the Members' Centre of OECTA's website at www.oecta.on.ca:9999/pdfs/bewarywise.pdf Copies are also available from your unit president or the OECTA representative in every school. Several Principals have requested this resource for staff in-service.



Toronto Secondary Unit - OECTA

951 Wilson Ave., Unit 20

Toronto, ON

M3K 2A7

Phone: 416.633.5502

Fax: 416.633.9495

E-mail: tsu@tsuoecta.org

www.tsuoecta.org

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