

Teachers' Bulletin

www.osstfd20.ca

905-332-1228

Conservatives to turn back clock on education

Should Your TPA Rating Be Published?

With the provincial election scheduled for October 6, 2011 alarm bells are sounding as trial balloons being raised by Conservative pollsters appear on the political horizon.

At recent meetings with GTA Presidents and at a meeting of OSSTF Teacher Bargaining Unit Presidents, it became apparent that some of the ideas being floated are:

- Making the performance measurement of individual teachers available to a student's parents.
<http://www.haveyoursayontario.ca/>
- Having teachers teach 7 classes of the 8 periods of over 2 semesters as the Conservatives did in 1998-1999
- A push for charter schools rather than publically funded schools.
- Merit pay for Teachers.
- High School Exit Exams: Work with the Education Quality and Accountability Office to introduce province-wide high school exit exams to provide more information to parents, students and post-secondary institutions.
- Publishing the performance data of schools.

Imagine the impact on the secondary teaching profession, at a time when the province is experiencing serious declines in the number of students, if teachers were required to teach 7 classes rather than 6. Virtually 1 out of every 6 teachers could find they are unemployed. And then there would be the issue of workload for those that still had a job! District 20 Teachers have formed a Political Action Committee to bring these issues forward.

More Department Meetings?

In early February, one school reported a sudden increase in the number of department meetings. This was discovered to be due, in part, to the fact that the monthly staff meeting had been cancelled. Other schools did not report a similar increase.

However, one Branch President passed on the observation, made by a head in the school, that the frequency of department meetings may increase in anticipation of a new Head's Performance Appraisal (HPA) process. There is speculation that one of the "Look-fors" will be a Head's diligence in holding regular department meetings.

As yet, the Union has not received notice from the Board regarding the implementation of a new HPA process.

Noteworthy Dates on the Critical Path

Teachers should note the following items and upcoming dates of importance from the Board's critical path:

- **March 21:** First Headship Ad posted (vacancies due to retirements, resignations, relinquishments)
- **March 24:** Preliminary Staff Allocation issued. Union representatives will attend.
- **March 28:** Second Headship Ad posted.
- **March 31:** Principal notifies all Teachers who may be asked to change program or location of their tentative assignments within Gary Allan.
- **April 1:** Principal notifies Teacher who is to be potentially declared surplus.

Dealing with Harassment

HDSB policy:

<http://www.hdsb.ca/Policy/Discrimination%20and%20Harassment%202010.pdf>

“Workplace Harassment” means engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome.”

Filing of Formal Harassment Complaint

- The complaint must be put in writing on the form attached to these procedures and forwarded within five (5) working days to the Executive Officer of Human Resources, or designate(s) (hereafter referred to as “the investigator”).
- The investigator will meet with the complainant to ensure that he/she fully understands the particulars of the complaint and to obtain the names of any witnesses or other persons who the complainant feels may be helpful to the investigation
- The investigator will undertake to investigate the complaint within five (5) working days of the receipt of a complaint form.
- The investigator will interview the respondent(s) and all persons named as witnesses in the complaint.
- The investigation shall be completed as expeditiously as possible.
- The investigator shall complete his/her final report and, should it appear that disciplinary action may be required as a consequence of the investigation, the investigator shall confer with the Executive Officer of Human Resources, or designate(s) if necessary, to determine the appropriate discipline.

MATERNITY/PARENTING WORKSHOP

WEDNESDAY MARCH 23, 2011
4:00 TO 6:00
SNACKS PROVIDED

OSSTF DISTRICT 20 OFFICE
3410 SOUTH SERVICE ROAD
BURLINGTON

To register for this workshop, CHATT or call Lorie Wiersma, (905) 332-1228.

Grievance Update:

Our grievance regarding the Board's denial of legitimate trade experience for placement on the grid has just emerged from resting in abeyance, at the Board's request, until Feb. 28. We now anticipate a meeting to discuss the grievance at Step 1.

Three grievances have recently been settled in our favour.

First, in response to our grievance regarding the Board's denial of legitimate business experience for placement on the grid, the Board has agreed to review the Teacher's application, which now includes additional information.

Second, the Board has agreed to correct an error in its top-up procedure for semester 2. A Teacher, who was overlooked when the administration at a school assigned a permanent section, has now been awarded the section.

Finally, in response to a grievance regarding an unreasonable delay in returning a Teacher to work after a medical leave and the placement of the Teacher on unpaid leave, the Board has agreed to reinstate the Teacher retroactively on paid leave. The May date for the Communication-Centre Arbitration creeps gradually closer.

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