

Bulletin

Kim Darby Presented OSSTF Service Award



Kim Darby is this year's winner of the Bob Smith Award for outstanding service to District 20. Kim has been a Vice President, Council Speaker and Branch President for many years. Congratulations Kim!

Voluntary Leave of Absence Program (VLAP) Operational

The application form for the Voluntary Leave of Absence Program (VLAP) has been posted on the Secondary Education conference in CHATT. The program is effective today, so teachers can apply for unpaid days off in May and June of this school year, as well as all of next year.

Teachers who submit an application prior to May 31st for days off during the next school year can have the pay deduction for the days off spread over all of next year's pays rather than having the deduct as a big hit on a single pay. If the savings from the VLAP are sufficient, the March 2014 unpaid day for OSSTF Teachers will be eliminated.

Myth Busters We're Back!

One-Size-Fits-All Myth: Teachers can be required to teach subjects for which they are not qualified, especially at the grade 9 and 10 levels. **Not True!**

Reality Check:

Regulation 298 states that a teacher may teach outside his or her areas of qualification only through the mutual consent of the teacher and the administration in General Studies Areas. For example, a teacher qualified in Biology and Physics cannot be compelled to teach grade 9 Academic English or grade 10 Careers.

"I'm Invoking Your TPA" Myth: Principals have a right to conduct a Teacher Performance Appraisal (TPA) for a specific teacher anytime they want and can disregard the 5-year cycle. **Not True!**

Reality Check:

A significant arbitration ruling involving the Greater Essex School Board determined that a principal does not have the unfettered right to do a TPA without cause. The extra TPA must be "advisable", which is to say there must be pedagogical reasons that are articulated to the teacher. Furthermore, the teacher must be given a chance to address the concerns before any extra TPA can be considered.

"Just Showing Up Just to Watch" Myth: Teachers going to a school event voluntarily are not on duty and are free to watch as spectators. **Not True!**

Reality Check: According to the Education Act, the Ontario College of Teachers, and Bill 157, teachers at school events as spectators have a duty beyond other adults present to respond to incidents that may happen. They have placed themselves in a position of supervision. Many teachers go out to support teams and other school events and there is nothing wrong with this. Just be aware that you have volunteered to supervise.

"Headship Role Part of the TPA" Myth: Principals are allowed to mix headship performance into the Head's evaluation as a teacher during the Teacher Performance Appraisal. **Not True!**

See Reality Check Page 2

Reality Check:

The TPA process is concerned with performance in the classroom. The evaluation of a teacher as a Department Head is a separate process.

"Service Side Teachers Don't Get Preps" Myth:

Teachers in areas such as Library, Guidance, and Special Education are fully assigned at 4 periods, with no preparation or unassigned time. **Not True!**

Reality Check:

All teachers must have a scheduled preparation/unassigned period scheduled on their time table under the Collective Agreement. The service side teachers like Library, Guidance and Special Education should all have 3 periods assigned, a period for lunch and a preparation period showing on their timetable. If they do not, it is a violation of the contract.



OSSTF District 20 2013-2014 Teachers' Bargaining Unit Executive

The TBU Executive for 2013-2014 was elected at the Annual General Assembly: (from the left) Communications Coordinator Doug Thompson, Vice-President Cindy Gage, President Brad Fisher, Vice-President Colin Post, Educational Services Officer Janet Scott; and Treasurer James Ha.

OSSTF District 20 Teachers

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Brad Fisher, President
Jim Young, Chief Negotiator
John Watson, Health and Benefits Officer
Lorie Wiersma, Executive Assistant

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Potentially Redundant Meeting May 7

A placement meeting for the few remaining surplus teachers and the 89 potentially redundant teachers has been scheduled for Tuesday, May 7th. Please let any potentially redundant teachers in your school know of this and the following items:

1. Potentially redundant teachers will be receiving from HR, via CHATT, a preference form in advance of the placement meeting. This will allow them to indicate their preferences for geographical placement and subject assignment.
2. In order to have all their bases covered, these teachers should also be completing and submitting an application to get on the Halton Occasional Teachers list. The form is available on CHATT (click on HDSB Conferences, then HDSB Forms, then HR Forms) and on myHDSB (Departments, Human Resources). It's called STO Application Secondary.

District 20 Annual General Meeting

Teachers, Office Clerical Technical, Occasional Teachers and Professional Student Services Personnel

Tuesday, May 14th
4:30 – 7:00 p.m.

Galaxy Club

475 North Service Rd E, Oakville, ON
See your Branch President to sign up as a delegate!



Doug Thompson, TBU Communications Coordinator, was presented with the OSSTF Provincial Amie Website Award for web design at the TBU Annual General Meeting by TBU President Brad Fisher. The Amie Website Award is presented annually to recognize the efforts of districts and bargaining units for the excellence of their websites.