

MEMORANDUM

DATE: May 29, 2019

TO: All Secondary Teachers

FROM: David Moore
Senior Manager, Secondary Teaching

Leslie Wolfe
President, OSSTF, Toronto Teachers' Bargaining Unit

SUBJECT: **Secondary Teaching Board-Wide Placement Process**

Please be advised that **bumping**** will be required as a part of the Board-Wide placement staffing process for Secondary Teachers this year. This may mean that some Teachers who are currently not surplus to their school will be bumped from their position by an unplaced more senior Teacher. As a result of a bump, a Teacher may therefore be declared **tentatively** surplus to the Board and would receive this **notification** to that effect on Friday, **June 7, 2019**.

The Secondary Collective Agreement requires that “a Teacher who is surplus will be notified on or before June 30 that the Teacher’s employment is terminated effective August 31.” This year Secondary Teachers surplus to Board will receive notification on June 28, 2019.

Please know that we understand the anxiety and uncertainty that may be created for Teachers who find themselves in this position. Indeed, the decision to bump was not undertaken lightly. Rather, it was dictated by the need to ensure that **if** terminations are required that the process by which this happens will adhere to the letter and spirit of the Collective Agreement. Be assured that we will make every effort to place Teachers into positions as the Secondary staffing process continues throughout the months of June, July and August.

Please be advised that members of the Toronto Teachers’ Bargaining Unit Executive (OSSTF) are available to answer questions from teachers or hear about their concerns – whether it is about their respective situations or the staffing process in general. Teachers may call the union office at 416-393-8900 and ask to speak with their Executive Officer.

The **Board** will hold a **meeting** for all Teachers who are informed on Friday, June 28, 2019 that they are surplus to Board. The meeting will be **on Friday, July 5th, 10:00 a.m., North York Civic Centre, 5100 Yonge Street, Members Lounge**.

In the meantime, should you have any questions or concerns, do not hesitate to contact your OSSTF Executive Officer (416-393-8900), or TDSB Staffing Officer (LC2 & LC3 – **Sandi Tierney** at 416-397-3251; LC1 & LC4 – **Lynda Brewer** at 416-397-3255).

** From the *Secondary Staffing Binder, 2019-2020 – Staffing Rules, Page 4, #9 - Bumping*:

See over...

- As a guiding principle, bumping will be on the basis of the contract status. Full time will bump full time (1.0 contract); part time (0.5 contracts) will bump part time (0.5 contracts).

In practice that means bumping will proceed as follows:

- For a **full time unplaced Teacher**:
 - i) 1.0 FTE bump

or

- ii) 0.5 FTE vacancy and 0.5 FTE bump

or

- iii) 0.5 FTE bump and 0.5 FTE bump

- For a **0.5 contract unplaced Teacher**:
 - i) 0.5 FTE bump

or

- As a last resort, at the end of the Board-wide Placement Meetings, a 0.5 contract will be able to bump 0.5 of a 1.0 contract and a 1.0 contract will be able to bump a 0.5 contract, subject to seniority and qualifications.
- In determining school surplus and the development of the school staffing matrix, the replacement process and in the bumping process, the guiding principles are:
 - “certification bumps certification” (based on seniority)
 - “certification bumps experienced but not certificated” (not dependent on seniority)
 - “experienced but not certificated cannot bump certification” (not dependent on seniority)
 - “experienced but not certificated bumps experienced but not certificated” (based on seniority)