

POSTINGS AND SURPLUS PROCESS

Here are the applicable articles from the Secondary Teachers' Collective Agreement that pertain to the next set of Secondary Exclusive Postings and the subsequent potential declaration and placement of Surplus Teachers:

Article 14.020 B

- (d) Prior **to the end of the first semester**, each school Principal shall hold a general staff meeting in order to communicate projected enrolment changes for the following school year and probable numbers of staff to be hired or declared surplus.
- (e)
 - (i) By the fourth Friday in **February**, the Board shall post initially in secondary schools only, available exclusively to secondary Teachers, known existing vacant department headship positions in schools in the next school year.
 - (ii) **By the fourth Friday in February, the Board shall post available exclusively to secondary Teachers the known teaching positions vacant in secondary schools for the next school year.**
 - (iii) Vacant teaching positions that are not filled as a result of the postings referred to in clause (ii) above, shall be held for the possible placement of Teachers who are declared surplus under subsection 14.020 (f).
 - (iv) Vacant teaching positions that remain unfilled after the placement of surplus Teachers referred to in clause (iii) shall be available for posting as per Article **14.022**.
- (f) By the **fourth Friday of March**, the Principal shall have determined, after receiving the advice of the Staff Allocation Advisory Committee, the staffing requirements of the school, the staff who are declared surplus and the Teaching positions which are vacant.
- (g) **In-school surplus staff for the following school year shall be declared by the fourth Friday of March. The President of the Dufferin-Peel Secondary Unit shall be notified in writing of the names of such in-school surplus Teachers and the relevant facts by which such determination was made.**

Dufferin Peel Secondary Unit

President: Gian Marcon

Teacher Welfare: Peter MacDonald

Health & Safety: Brian Heimbecker

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- (h) Teachers who are declared surplus to a school shall be notified by the Board in writing by the first Friday of April. A copy of this notification shall also be sent to the President of the Dufferin-Peel Secondary Unit at that time.
- (i) Upon notification of surplus status, Teachers shall indicate to the Board the geographic areas (Family of Schools) to which they would prefer to be reassigned.
- (j) By April 15th, or as soon thereafter as is possible, the Board shall have held a Boardwide meeting of Principals and senior administration, with the presence of the President, or designate, of the Dufferin-Peel Secondary Unit.

LENGTH OF SCHOOL YEAR 2009-2010

The length of the school year is determined by the Education Act, which dictates a minimum of 194 days of instruction between Sept 1st and June 30th. These days typically occur between Labour Day and June 30th. The next school year (2009-2010) will be an anomaly as only 192 potential instruction days are available between Labour Day and June 30th. This is due to a quirk of the calendar (Labour Day falls on September 7th) and the establishment of Family Day in February.

The Unit – through the Modified School Year Committee – has the opportunity to advise the Board as to when the two required days may be implemented. Although the Board may choose to go in a different direction from the Unit's recommendations, the days outside of the Labour Day/June 30th timeframe are days of **required Teacher attendance**. Once the decision of which days will be impacted next year is determined, official notice will be given to all employees by the school Board.

It is imperative however, that all members be aware of the very real possibility of two required working days during the week before Labour Day with September 2nd, 3rd and 4th being dates that will receive consideration for being the **two** actual dates that are eventually selected. Teacher/Members should plan accordingly as these **two required days are part of the school year and as such involve compulsory Teacher attendance**.

More information will be shared when the official decision regarding these **two** dates is reached.

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