


**Spring Staffing**  
**Open to**  
**D26 Members**

**HELP?**  
Text: 613-282-6024 or  
E-mail: [elpis.law@d26.osstf.ca](mailto:elpis.law@d26.osstf.ca)

### Zoom Meeting

- ❑ Please rename yourself to ensure we can see at least your first and last name with your worksite. If you are joining us by phone, let us know and we can change your name.  
***Elpis Law – District Office***
- ❑ Chat will be open for discussion, but please be patient with me.
- ❑ Please raise your hand if you have a question. By phone you can use \*9 to raise your hand and \*6 to unmute yourself.



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## OSSTF Welcome & Anti-Harassment Statement

A member of OSSTF has the right to an equitable work and union environment free from the destructive effects of discrimination and harassment.

The designated Anti-Harassment Officer for OSSTF, District 26, Tanya Crosbie at 613-802-9818.



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## Land Acknowledgement

The Ontario Secondary School Teachers' Federation acknowledges and thanks the Haudenosaunee and Anishinabek people of this territory and other Indigenous Peoples residing on this land and sharing their ways so that we may come together in a good way.

Beyond a land acknowledgement, we encourage all non-Indigenous peoples on these lands to learn the treaties & stories and support the struggles of the Peoples whose lands we are on.



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## Land Acknowledgement

For example, spirituality is a central part of the lives of the Haudenosaunee people but parallel to this is a respect for other religions. Unlike many religions which promote the recruitment of new followers, the Haudenosaunee have never tried to force their beliefs on anyone and allow for their own people to follow their own beliefs without criticism. The Great Law of Peace itself was built into its freedom of religion which is respected by all its followers.



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# Topics Covered



Introduction to Staffing	What do these mean?	Spring Staffing & Process
OSSTF Website	Seniority	Placement Meetings
Board Website	Redundancy and Recall	Transfers
Timelines	Surplus to Schools	Displacement
	Surplus Leave of Absence	Vacancies after Spring Staffing
	Qualifications	Application Tips
	Deemed Qualifications	
	Mutual Consent	



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# STAFFING

- You can find information at:
  - <http://www.osstf26.com/>
  - <http://www.osstf26.com/en-CA/TBU/staffing.aspx>

The screenshot shows the OSSTF/FEESO website for District 26 Upper Canada. The page title is "The Staffing Process". It includes a navigation menu with links for HOME PAGE, DISTRICT, TEACHERS, OCCASIONAL, PESP, HEALTH & SAFETY, PERSONNEL & BENEFITS, FORMS, NEWS, and CONTACT US. The main content area describes the staffing process, mentioning that it begins after March break and normally concludes by last week in June. It lists seven key steps: 1. Seniority List (April 1), 2. Seniority List (April 15), 3. Seniority Recalculation (last Tuesday in April), 4. Transfer Recalculation (last Tuesday in April), 5. Two Placement Meetings (3rd week May to 1st week June), 6. Displacement Process (beginning 2nd week of June), and 7. Vacancies for all Teachers (late June to next Spring staffing).



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# OSSTF Secondary Contract Teacher Information

## On the Board's INSITE

- Found on INSITE → Quick Links
  - Click on “OSSTF Secondary Contract Teacher Information”
- Contains:
  - Seniority List
  - Recall List
  - Surplus Leave of Absence (SLOA) List
  - Collective Agreement
    - But much more information on our website!

### Quick Links

- Champion for Kids- Funding Application
- Champions for Kids- Signing up for Pyscol (SLOA) List
- COL Brightspace
- Elementary Report Cards Information
- Energy Consumption Report and Energy Management Plan
- eSIS- Read Only View?
- Fax Delivery Receipts
- Half Monitor Touch Attendance Feedback
- Human Resources Information
- IEP System (GSA)
- Lesson Tracker
- Mathematics Professional Learning Tool
- My Family Room Support Site
- Online Teacher Performance
- OSSTF Secondary Contract Teacher Information**
- Recruitment- Financial Reporting...eSIS...
- RecycleSoft HR / Pay
- PERFDB
- PowerSchool Support
- PowerSchool Production
- PowerTeacher
- Safe Drinking Water Act Compliance



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# OSSTF Secondary Contract Teacher Information

## On the Board's INSITE

The screenshot shows the INSITE web application interface. The main content area is titled "COLLECTIVE AGREEMENTS AND SENIORITY LISTS". Below this title is a table with columns for "Title", "Date", "Staffed", and "Staffed By".

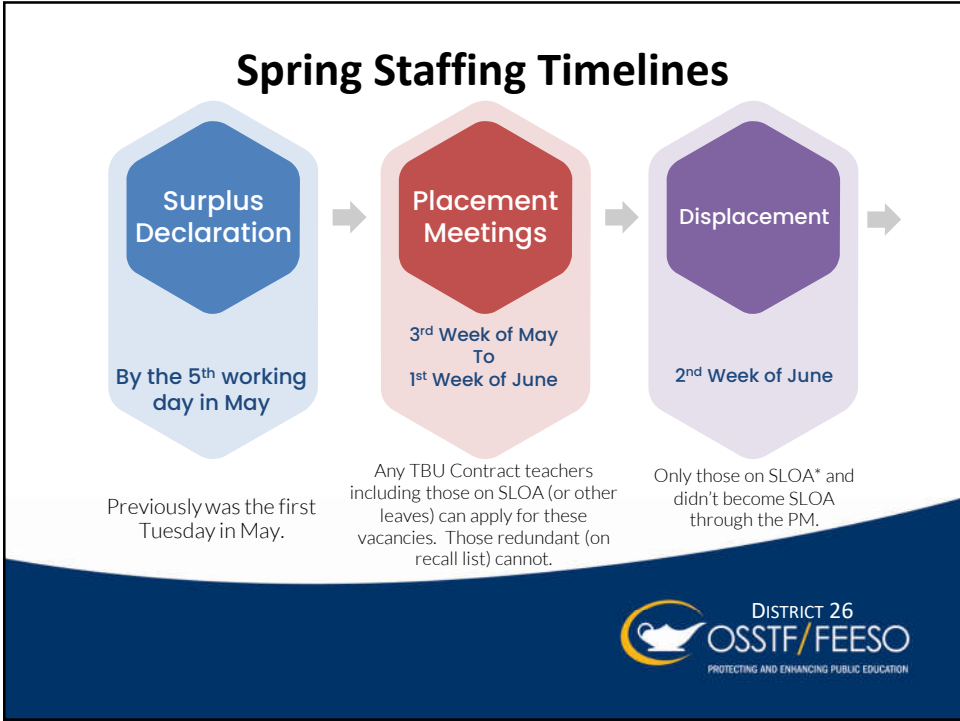
Title	Date	Staffed	Staffed By
OSSTF Collective Agreement - FINAL 08/27/2012 to 2012	3/22/2011 8:18 AM		Brown, Alison
OSSTF Collective Agreement 2010-2012 FNL	6/7/2010 9:11 AM		Cheney, Brandi
OSSTF Secondary Teachers Collective Agreement 2010-2012	4/12/2011 11:42 AM		Brown, Alison
OSSTF Seniority List 2010-2012	4/12/2011 11:17 AM		Brown, Alison
OSSTF Seniority List April 3-2012	4/12/2011 3:21 PM		Cheney, Brandi



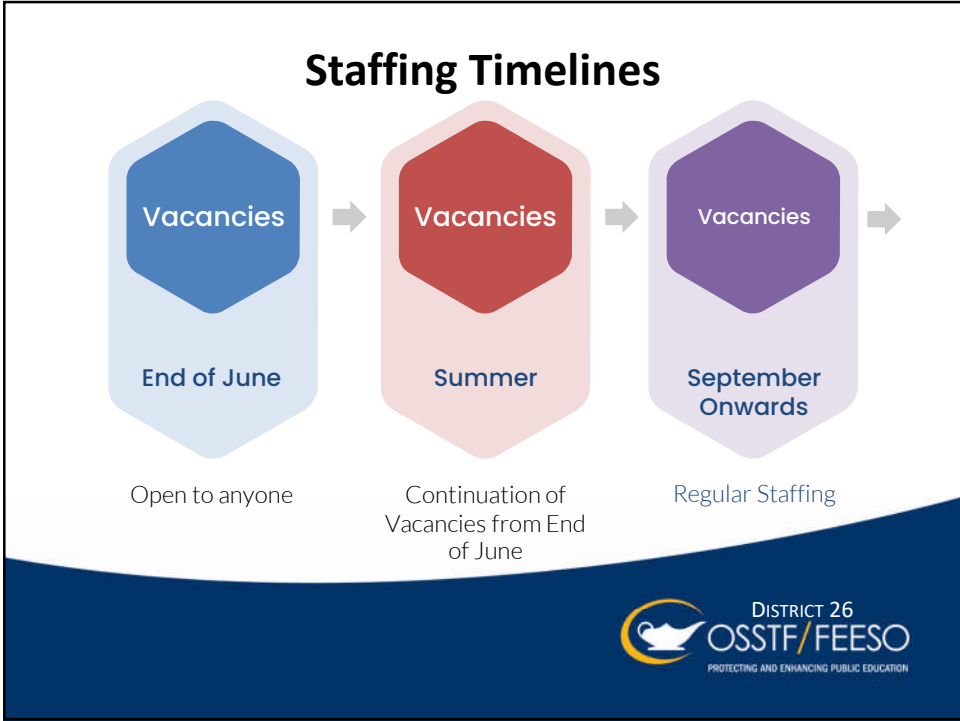
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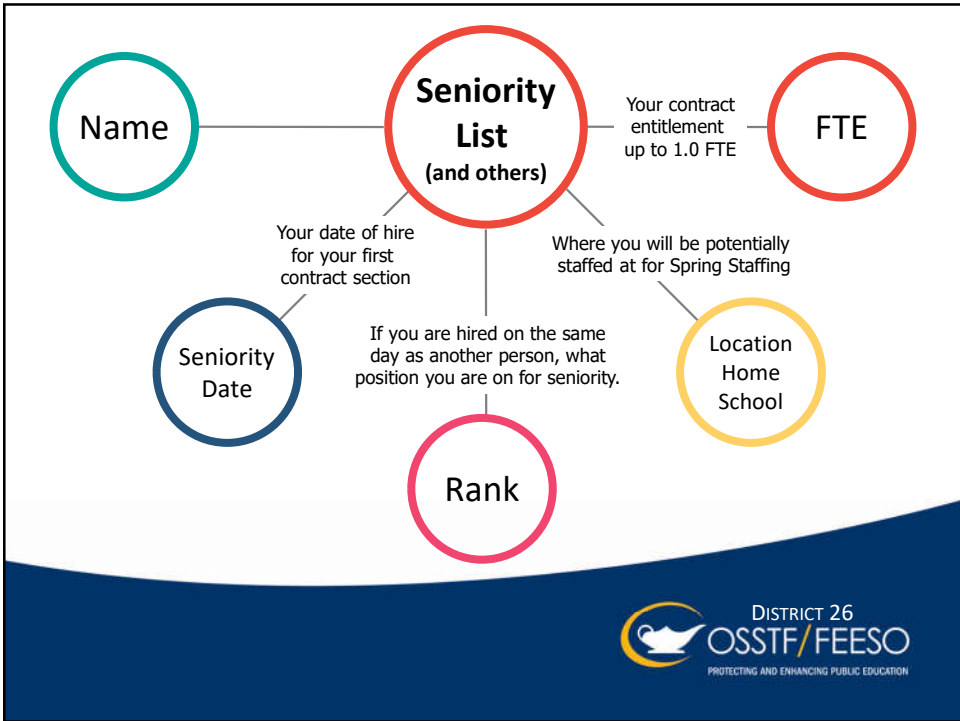
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# Redundancy

The total FTE project teaching staff required for the next school year is less than the sum of active teachers on the seniority list for next year.

Considered a Recall teacher.  
(Will be notified by April 30<sup>th</sup>)

**Redundant** Below the active line.

Placed on the list if below the active line.

**Recall List**

**Cannot Participate** Placement Meetings or Displacement.

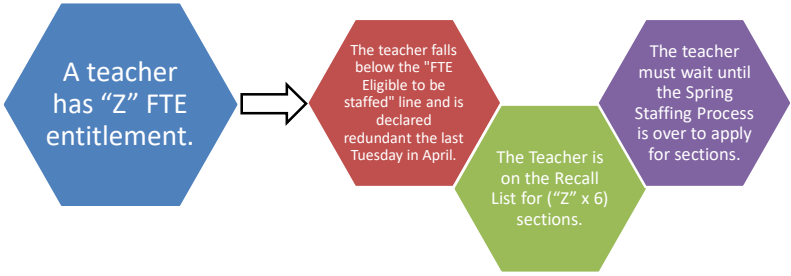
Have 3 years (consecutive) before you lose entitlement.

**Recall Rights**



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# Staffing Examples System Redundancy



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# Surplus to Schools

**Start of May**

- Each school has been allocated a set FTE for staff and could be:

Understaffed

- There is not enough staff to fill all sections (hasn't happened yet)
- Most likely no surplus
- Vacancies will be posted

Fully Staffed

- There is just enough staff to fill all sections
- Still may have surplus
- Vacancies will be posted if surplus occurs

Overstaffed

- There is too much staff to fill all sections
- Will be surplus to school

- You may be moved above the surplus line at the school if:
  - Protected course (Tech or French, starting with F)
  - Granted Mutual Consent
- Considered a SLOA (Surplus Leave of Absence) teacher if partially or not fully staffed

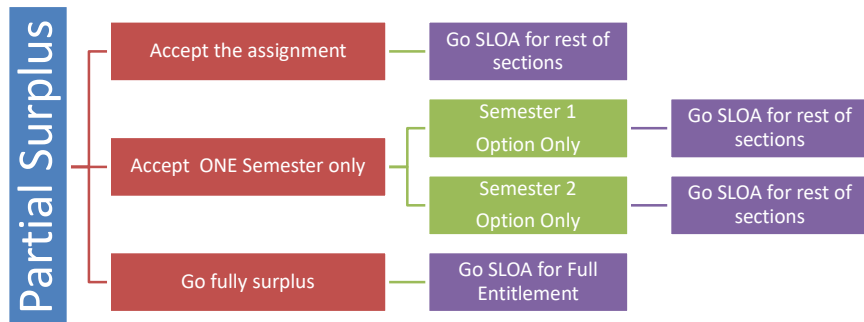


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# Partial Surplus to the School

**Start of May**



Either way, you can participate in Spring Staffing including Placement Meetings, and (possibly) Displacement.

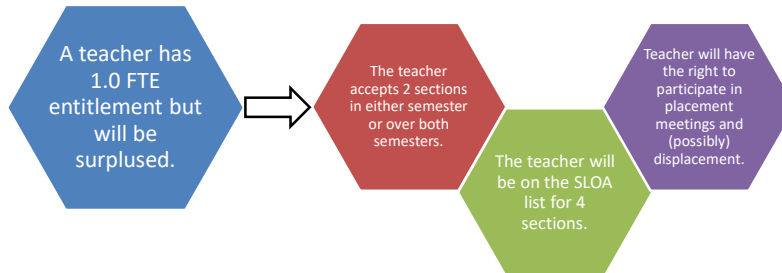


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## Staffing Examples

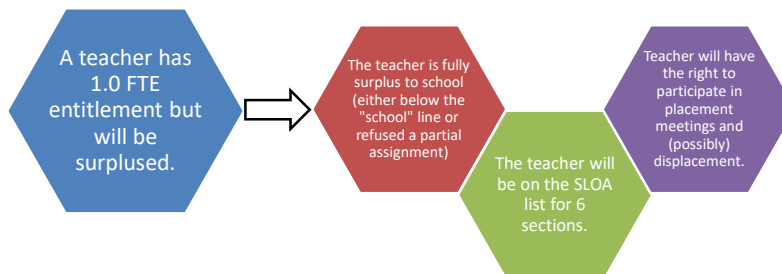
### School Based Partial Surplus



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## Staffing Examples

### School Based Surplus



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## Qualifications



- A teacher's qualifications are as per their OCT Qualifications Records Card.
  - It is downloaded from OCT when the data is collected by the Board.
  - If you have a change coming to your OCT record and it hasn't shown up, please add it to your application.



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## Qualifications

- A teacher can be asked to teach outside of their qualified area through the mutual consent provisions of Regulation 298.
  - Exception is Technology Qualifications in which you may not be able to
- Given the complexity of qualifications, please refer to our guide on our website.
  - <http://www.osstf26.com/TBU/q-dq-mc-tla.aspx>



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Code	Course Title	Qualifications to Teach
<b>The Arts</b>		
ADA	Dramatic Arts	IS Dramatic Arts
ADD	Dramatic Arts-Production	IS Dramatic Arts
ADC	Drama in the Community	IS Dramatic Arts
ADB	Dramatic Arts-Music Theatre	IS Dramatic Arts
ADV	Dramatic Arts-Film/Video	IS Dramatic Arts
ADF	Director's Craft	Sr Dramatic Arts
ADG	Dramatic Arts-Acting	Sr Dramatic Arts
ADP	Dramatic Arts-Theatre Development	Sr Dramatic Arts
ADT	Dramatic Arts-Canadian Theatre	Sr Dramatic Arts
ALC10	Comprehensive Arts	Int. Dramatic Arts/Visual Arts/Dance/Music
AMU	Music	IS Instr. Music/Vocal (if teacher has instrumental background)

Business Studies (an Honours Specialist in Business qualifies you for any course)		
BAF	Financial Accounting Fundamentals	Sr. Business - Accounting
BAI	Accounting Essentials	Sr. Business - Accounting
BAN	Accounting for Small Business	Sr. Business - Accounting
BAT	Financial Accounting Principles	Sr. Business - Accounting
BBB	Introduction to International Business	Sr. Business - Marketing or Sr. Business - General
EBI	Introduction to Business	Int. Business (any discipline) or Int. Business - General
BDI	Entrepreneurship: The Venture	Sr. Business - Entrepreneurial Studies or Marketing

Social Science and the Humanities		
HFN	Food and Nutrition	Int. Family Studies
HFA	Food and Nutrition	Sr. Family Studies
HFC	Food and Culture	Sr. Family Studies
HIF	Individual and Family Living	Int. Family Studies
HHO	Dynamics of Human Relationships	Sr. Family Studies
HHG	Issue in Human Growth and Dev.	Sr. Family Studies
HHS	Individuals and Families in a Diverse	Sr. Family Studies
HHP	Managing Personal Resources	Sr. Family Studies
HLS	Living Spaces and Shelter	Sr. Family Studies
HNL	Clothing	Int. Family Studies
HNC	Fashion and Creative Expression	Sr. Family Studies
HNB	The Fashion Industry	Sr. Family Studies
HPC	Parenting	Sr. Family Studies
HPD	Parenting and Human Development	Sr. Family Studies
HPW	Living and Working with Children	Sr. Family Studies
HSC	World Cultures	Sr Individual & Society and/or Senior Social Sciences
HSE	Equity and Social Justice: From Theory to Practice	Sr Individual & Society and/or Senior Social Sciences
HSG	Gender Studies	Sr Individual & Society and/or Senior Social Sciences
HSP	Intro to Anthropology, Psych, Sociology	Sr Individual & Society and/or Senior Social Sciences
HSE	Challenges and Changes in Society	Sr Individual & Society and/or Senior Social Sciences

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## Deemed Qualifications

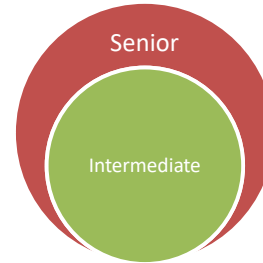


- A teacher may become deemed qualified in a **subject area** if they have successfully taught a course in that semester for which they are not qualified and where mutual consent was granted.
  - This currently is done through a survey sent by HR.
  - It is **your responsibility** to inquire and fill out the survey.
  - We have Quad 1 and Quad 2 deemed qualifications.
  - We should have Semester 2 data soon.

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## Deemed Qualifications

- You are deemed qualified in the subject area (with division), not just the course code.
- An "Intermediate" division qualification in a subject area ("I" or "Int.") allows you to teach grade 9-10 in that subject area.
  - If a teacher has successfully taught ENG1P (English), they are deemed to teach in any Intermediate-English course.
- A "Senior" division qualification in a subject area ("S" or "Sr.") allows you to teach grades 9-12 in that subject area (both senior and intermediate).
  - If a teacher has successfully taught MEL3E (Math), they are deemed to teach in any Senior OR Intermediate-Math course.



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## Deemed Qualifications

- A teacher with a Home Economics Qualification is qualified to teach Family Studies
- An Honours Specialist in Business allows a teacher to be qualified to teach any Business Course
- There are no subject qualifications for those below and you cannot be deemed in:
  - Link Crew, Co-Op, SST, Teacher Librarian
- You can only be deemed qualified in Technology courses if you have a qualification in any other Technology area.
  - A teacher who earned a technology qualification prior to 1995 is qualified to teach the broad-based subject that relates to the pre-1995 qualification [ex: "Design and Technology" qualifies for "Technological Design"]

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## Deemed Qualifications

- You cannot be deemed qualified if you are assigned French courses (course code starts with "F") or Spec Ed (Resource room, "K" classes).
- Course codes that end in "F" i.e. CHV 2OF require Histoire qualification or History qualification with fluency in French. French qualifications are not required.
- Having Part 1, 2 or Specialist in an Additional Qualification (such as Family Studies, Spec. Ed., etc.) qualifies you in that area.
- You **cannot** be deemed qualified while you are teaching at TR Leger.



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## Deemed Qualifications

- How long does your Deemed Qualification last?
- In general, 2 years.



Current Year	Spring Staffing	After the <u>last day</u> of current year
2021-2022	2021-2022	2022-2023
2020-2021	2020-2021	2021-2022
2019-2020	2019-2020	2020-2021



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# Mutual Consent

- You may ask for Mutual Consent during staffing
  - You are agreeing to teach outside your qualifications for that **specific** course
  - You must provide detail as to why
  - If you receive mutual consent and successfully teach the course (Principal attests to it):
    - You can become deemed qualified in that subject area (including division)
    - It will remain on your record for the next 2 school years
- Reminder that you can undergo a Teacher Performance Appraisal (TPA) on any course you teach



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# Deemed vs Mutual Consent

Deemed Qualification	Mutual Consent
Lasts for 2 (to 3 years)	Must be asked every time.
Can be assigned to a course in the area without asking.	Must be asked every time. Specific to a course.
Can be used to transfer.	Can use Mutual Consent to increase entitlement or transferring if on SLOA.
Part of Qualifications.	Not part of Qualifications.
Can be used in displacement.	Cannot be used during displacement.



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# Placement Meeting #1

- Vacancies will be posted for 3 working days
- Open to teachers on the seniority list except Redundant/Recall teachers (including those on leaves or secondments)
- Staffed by Seniority and Qualifications and/or Mutual Consent
- Joint meeting with HR and OSSTF

First Pass

If you were not SLOA but become SLOA, you cannot displace someone unless displaced. You can still pick up displacement vacancies during displacement.

By Seniority:

- Transfer – Q/DQ only
- SLOA – Q/DQ & MC
- Increase – Q/DQ & MC

By Seniority

- Transfer – Q/DQ & MC

By School

- All new and remaining to Placement Meeting #2



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# Transfers

Have section(s) to section(s)

1 for 1

Must be Q or DQ

Additional

Must be Q or DQ for 1 for 1

Can ask for MC for additional sections

For Less

Must be Q or DQ for 1 for 1

Go SLOA for less (If was not SLOA, cannot displace unless displaced)



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# Transfers (Examples)

## Fully staffed 1.0 FTE teacher

**Fully Staffed 1.0 FTE**

- Applies for 6 sections at another worksite(s)
- Must be Q/DQ for all sections (first pass)
- If successful, fully transfers.
- Leaves 6 vacancies
- Home School changes to Sem 2 worksite

**Fully Staffed 1.0 FTE**

- Applies for less than 6 sections at another worksite(s)
- Must be Q/DQ for all sections (first pass)
- If successful, fully transfers.
- Leaves 6 vacancies
- Home School changes to Sem 2 worksite or last placed staffed
- Goes SLOA for missing sections
- Can only pick up vacancies during displacement
- Cannot displace unless displaced



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# Transfers (Examples)

## Partially Surplus Teacher

**1.0 FTE Teacher**  
0.83 FTE and 0.17 FTE SLOA

- Applies for 6 sections at another worksite(s)
- Must be Q/DQ for 5 sections
- Can ask for MC for 1 section
- Home School changes to Sem 2 worksite
- Removed off SLOA list
- Cannot displace unless displaced

Qualifications		
A	→	A
B	→	B
C	→	C
D	→	D
E	→	E
SLOA	→	Q,DQ, MC

Qualifications		
Math S	→	MPM1D
Math S	→	MAP4C
Biology	→	SNC1P
Biology	→	SBI3U
Geo DQ	→	CGC2P
SLOA	→	GLS30 on MC <u>or</u> Co-Op (No Quals) <u>or</u> SVN3E on Q



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## Transfers (Examples) Partially Surplus Teacher

**1.0 FTE Teacher**  
0.17 FTE and 0.83 FTE SLOA

- Applies for 6 sections at another worksite(s)
- Must be Q/DQ for 1 sections
- Can ask for MC for 5 sections
- Home School changes to Sem 2 worksite
- Removed off SLOA list
- Cannot displace unless displaced

Qualifications		
A	→	A
SLOA	→	Q,DQ, MC
SLOA	→	Q,DQ, MC
SLOA	→	Q,DQ, MC
SLOA	→	Q,DQ, MC
SLOA	→	Q,DQ, MC



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## Transfers (Examples) Partially Surplus Teacher

**1.0 FTE Teacher**  
0.83 FTE and 0.17 FTE SLOA

- Applies for 5 or less sections at another worksite(s)
- Must be Q/DQ for all sections applied for
- Home School changes to Sem 2 worksite or last site staffed
- Goes SLOA for missing sections
- Remains on SLOA list
- Can participate in displacement

Qualifications						
A	→	A	A	A	A	A
B	→	B	B	B	B	SLOA
C	→	C	C	C	SLOA	SLOA
D	→	D	D	SLOA	SLOA	SLOA
E	→	E	SLOA	SLOA	SLOA	SLOA
SLOA	→	SLOA	SLOA	SLOA	SLOA	SLOA



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## Transfers (Examples)

### Partially Surplus Teacher

1.0 FTE Teacher 0.17 FTE and 0.83 FTE SLOA		Qualifications				
• Applies for 5 or less sections at another worksite(s)	• Must be Q/DQ for all sections applied for	• Home School changes to Sem 2 worksite or last site staffed	• Goes SLOA for missing sections	• Remains on SLOA list	• Can participate in displacement	
A	→	A	A	A	A	A
SLOA	→	Q,DQ, MC	Q,DQ, MC	Q,DQ, MC	Q,DQ, MC	SLOA
SLOA	→	Q,DQ, MC	Q,DQ, MC	Q,DQ, MC	SLOA	SLOA
SLOA	→	Q,DQ, MC	Q,DQ, MC	SLOA	SLOA	SLOA
SLOA	→	Q,DQ, MC	SLOA	SLOA	SLOA	SLOA
SLOA	→	SLOA	SLOA	SLOA	SLOA	SLOA



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## Transfers (Examples)

### Partially Surplus Teacher

1.0 FTE Teacher 0.5 FTE and 0.5 FTE SLOA		Qualifications				
• Applies for 5 or less sections at another worksite(s)	• Must be Q/DQ for all sections applied for	• Home School changes to Sem 2 worksite or last site staffed	• Goes SLOA for missing sections	• Remains on SLOA list	• Can participate in displacement	
A	→	A	A	A	A	A
B	→	B	B	B	B	SLOA
C	→	C	C	C	SLOA	SLOA
SLOA	→	Q,DQ, MC	Q,DQ, MC	SLOA	SLOA	SLOA
SLOA	→	Q,DQ, MC	SLOA	SLOA	SLOA	SLOA
SLOA	→	SLOA	SLOA	SLOA	SLOA	SLOA



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# Part Time Teacher Increases

Teacher not at full entitlement of 1.0 FTE

- 0.17 FTE Teacher**
- Applies for 1 or more sections at another worksite(s)
  - Must be Q/DQ for all sections applied for
  - Home School changes to Sem 2 worksite or last site staffed
  - Increases in entitlement
  - Not on SLOA
  - Cannot displace unless displaced

Qualifications							
A	→	A	A	A	A	A	A
B	→		Q,DQ, MC	Q,DQ, MC	Q,DQ, MC	Q,DQ, MC	Q,DQ, MC
C	→			Q,DQ, MC	Q,DQ, MC	Q,DQ, MC	Q,DQ, MC
D	→				Q,DQ, MC	Q,DQ, MC	Q,DQ, MC
E	→					Q,DQ, MC	Q,DQ, MC
F	→						Q,DQ, MC
0.17	→	0.17	0.33	0.50	0.67	0.83	1.00

For more sections  
 Can be Q or DQ  
 Can ask for MC



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# Placement Meeting #2

- Vacancies will be posted for 3 working days (PM#1, new, additions, etc.)
- Open to teachers on the seniority list except Redundant/Recall teachers (including those on leaves or secondments)
- Staffed by Seniority and Qualifications and/or Mutual Consent
- Joint meeting with HR and OSSTF



By Seniority:

- Transfer – Q/DQ only
- SLOA – Q/DQ & MC
- Increase – Q/DQ & MC

By Seniority

- Transfer – Q/DQ & MC

By School

- All new and remaining to Displacement



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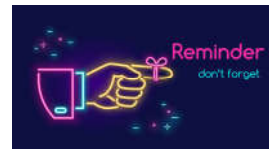
## Displacement

- This process is one that can impact those least senior teachers who are currently staffed in their schools for next school year.
  - *Teachers on SLOA, by order of seniority and using the Displacement Criteria, may, up to the extent of their entitlement, only fully displace the position of the largest FTE position held by the least senior teacher(s) who has retained a position in a school(s) or be given vacancy options.*
  - If you are on the SLOA list, ensure it has the correct information.
  - If you are **less senior** than the first person on the SLOA list, you could be impacted.



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## Displacement

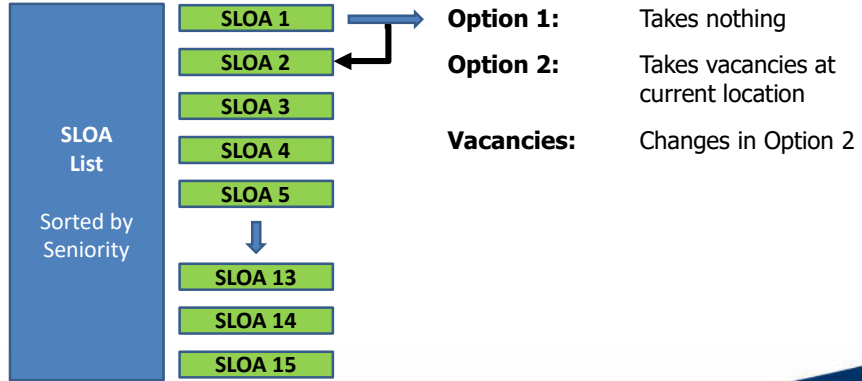


- Reminders:
  - We need your contact information
    - Especially if you will NOT be at your worksite
    - Survey from the Board
    - E-mail me and the Board if something changes!
  - We may call you from a “Teams” line which may look like it is coming from another area or country
  - Your administration **MUST** provide you with a private space to have this conversation and someone **MUST** cover your class
  - You won’t have a lot of decision time (~ 5 to 10 minutes)
    - <http://www.osstf26.com/District/Our-Schools.aspx>



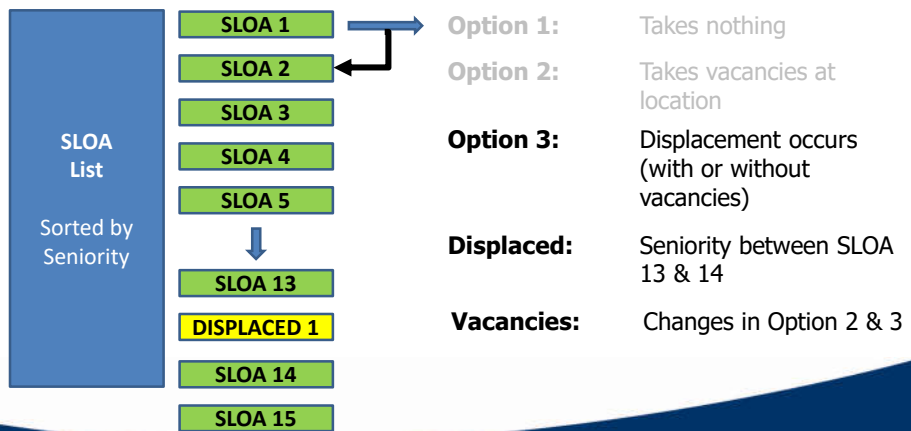
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# Displacement Process



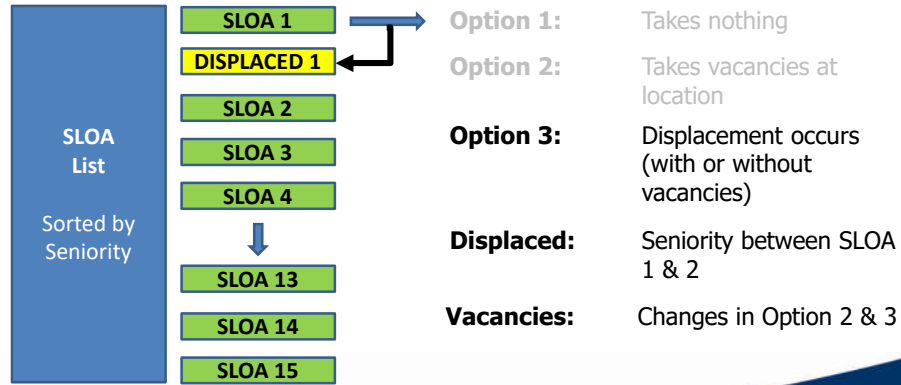
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# Displacement Process



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# Displacement Process



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# Are you part of displacement?

Each day we will announce the seniority date that may be affected.

From **where** the teacher on SLOA was declared surplus **OR** where you were displaced from if not previously on SLOA.

SLOA to Staffed

You were removed from SLOA list.  
**You don't get to participate unless displaced.**  
 Displacement from where you were staffed when you picked up sections.

SLOA

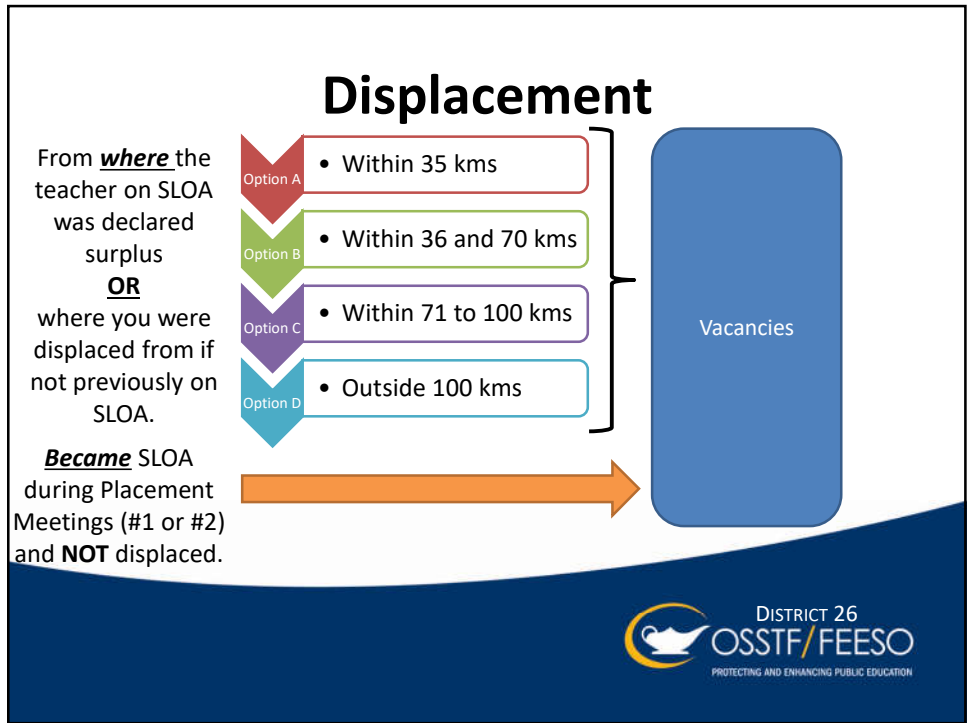
You remained on SLOA list even if you changed location during Placement Meetings.  
**You get to participate.**  
 Displacement from where you were surplus from.

Displaced

If you were at one location, you will be given options from where you were surplus from or displaced from (if not on SLOA list).  
 If you were at two locations, you will be given from both locations (and above applies)



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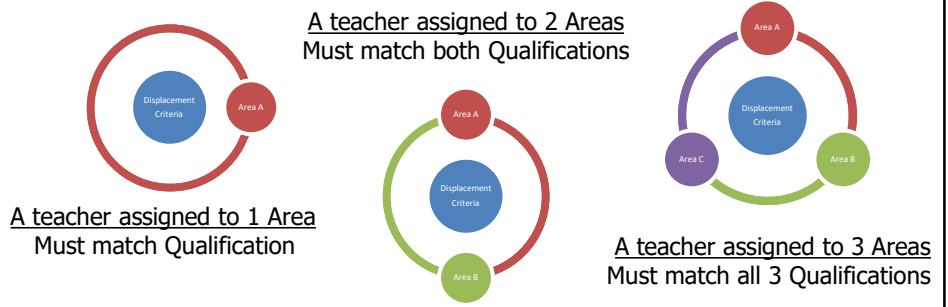
## Ring Options Document

Ring Options: Carleton Place HS				Ring Options: SLSS			
Ring A	Ring B	Ring C	Ring D	Ring A	Ring B	Ring C	Ring D
<ul style="list-style-type: none"> <li>Almonte</li> <li>CPHS</li> <li>SFDCI</li> </ul>	<ul style="list-style-type: none"> <li>Athens</li> <li>NGDHS</li> <li>PDCI</li> </ul>	<ul style="list-style-type: none"> <li>BCI</li> <li>NDDHS</li> <li>Rideau</li> <li>Russell</li> <li>SGDHS</li> <li>TISS</li> </ul>	<ul style="list-style-type: none"> <li>CCVS</li> <li>Char-Lan</li> <li>GDHS</li> <li>GSS</li> <li>Rockland</li> <li>Seaway</li> <li>SLSS</li> <li>Tagwi</li> <li>VCI</li> </ul>	<ul style="list-style-type: none"> <li>CCVS</li> <li>Char-Lan</li> <li>SLSS</li> <li>Tagwi</li> </ul>	<ul style="list-style-type: none"> <li>GDHS</li> <li>NDDHS</li> <li>Seaway</li> <li>VCI</li> </ul>	<ul style="list-style-type: none"> <li>Rockland</li> <li>Russell</li> <li>SGDHS</li> </ul>	<ul style="list-style-type: none"> <li>Almonte</li> <li>Athens</li> <li>BCI</li> <li>CPHS</li> <li>GSS</li> <li>NGDHS</li> <li>PDCI</li> <li>Rideau</li> <li>SFDCI</li> <li>TISS</li> </ul>

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# Displacement Criteria



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# Displacement Criteria



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# Displacement Criteria

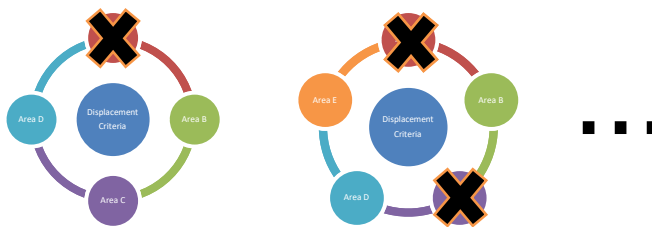


A teacher assigned to 4 or more Areas  
Must match any 3 Qualifications  
ABC, ABD, ACD, **ABE, ACE, ADE**  
BCD, **BDE, CDE**  
(9 options)



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# Displacement Criteria



**A teacher assigned to 4 or MORE Areas**  
You will be assigned only within your  
Qualifications/Deemed Qualifications  
(unless you give Mutual Consent)



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Less Senior Teacher is assigned in the following courses/sections	More senior teacher can displace if...
I/S Math	Q/DQ in I/S Math
I/S English, I/S History	Q/DQ in I/S English, I/S History
I/S English, I/S History, I/S Geography	Q/DQ in I/S English, I/S History, I/S Geography
I Math, I/S English	Q/DQ in I or S Math and I/S English <i>NB: S-Math qualifies a person to do I-Math</i>
I/S Math, Spec Ed	Q/DQ in I/S Math and Spec Ed
I/S Math, SST	Q/DQ in I/S Math, SST <i>NB – Anyone can match SST as no Q required</i>
I/S Math, Co-op, SST	Q/DQ in I/S Math, SST, Co-op <i>NB – Anyone can match SST, Co-op as no Q required</i>
Co-op, SST	Q/DQ in anything <i>NB – Anyone can match SST, Co-op as no Q required</i>
I/S English, I/S History, I/S Geography, S Family Studies	Q/DQ in I/S English, I/S History, I/S Geography; or Q/DQ in I/S English, I/S History, S Family Studies; or Q/DQ in I/S English, I/S Geography, S Family Studies; or Q/DQ in I/S History, I/S Geography, S Family Studies;  Teacher who bumped will be given a timetable they are Q/DQ in
I/S Math, Science - Biology, Guidance, SST	Q/DQ in any 3 of I/S Math, Science - Biology, Guidance, SST <i>NB – Anyone can match SST as no Q required</i>
S English, S History, I Geography, S Family Studies, Guidance	Q/DQ S English, S History, I or S Geography; or Q/DQ S English, S History, S Family Studies; or Q/DQ S English, S History, Guidance; or Q/DQ S English, I or S Geography, S Family Studies; or Q/DQ S English, I or S Geography, Guidance; or Q/DQ S English, S Family Studies, Guidance; or Q/DQ S History, I or S Geography, S Family Studies; or Q/DQ S History, I or S Geography, Guidance; or Q/DQ S History, S Family Studies, Guidance; or Q/DQ I or S Geography, S Family Studies, Guidance; or  Teacher who bumped will be given a timetable they are Q/DQ in <i>NB - S-Geography qualifies a person to do I-Geography</i>

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## Vacancies (after Spring Staffing)

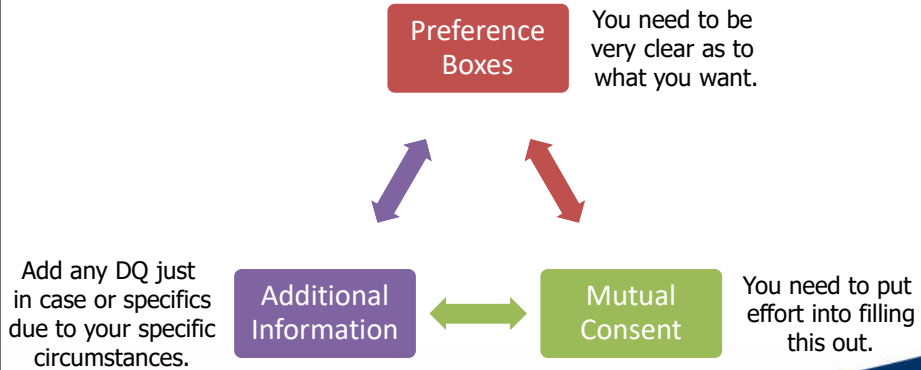
**VACANCIES**

**Open to ALL!**

*(till next Spring Staffing)*

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# Application Process



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# Application Process

## Preference Boxes

<b>14 Boxes</b> <ul style="list-style-type: none"><li>• Use as many or as little as you want</li><li>• Be clear</li></ul> <p>All applications are processed by HR and then reviewed by OSSTF.</p>	<b>Timing</b> <ul style="list-style-type: none"><li>• Placement Meeting #1 &amp; #2 timing is set</li><li>• Outside of spring staffing<ul style="list-style-type: none"><li>• Timing may overlap</li><li>• Be clear which one you want if they overlap</li></ul></li></ul>	<b>Order is Important</b> <ul style="list-style-type: none"><li>• Order of Boxes</li><li>• Order of Courses</li><li>• Preferences</li></ul>
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# Application Process

## Preference Boxes

<p>Box 1</p> <ul style="list-style-type: none"> <li>• 6 sections...</li> </ul>	<p>Box 2</p> <ul style="list-style-type: none"> <li>• 5 sections...</li> </ul>	<p>Box 3</p> <ul style="list-style-type: none"> <li>• 4 sections...</li> </ul>
<p>Box 1</p> <ul style="list-style-type: none"> <li>• 6 sections...</li> <li>• 5 sections...</li> <li>• 4 sections...</li> </ul>	<p>Box 1</p> <ul style="list-style-type: none"> <li>• Minimum 1 section with preference for 6 sections in any combination at...</li> </ul>	<p>Box 1</p> <ul style="list-style-type: none"> <li>• Preference for School Order</li> <li>• School 1 Sem 1 and 2 (3,3)</li> <li>• School 1 Sem 1 and School 2 Sem 2(3, 2, 1)</li> <li>• School</li> <li>• Courses</li> <li>• ...</li> </ul>



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# Application Process

## Preference Boxes

Box #	Options
<ul style="list-style-type: none"> <li>• NGDHS</li> <li>• Sem 1                             <ul style="list-style-type: none"> <li>• SBI3U</li> <li>• SBI3C</li> <li>• SNC1D</li> <li>• MPM1D</li> </ul> </li> <li>• Sem 2                             <ul style="list-style-type: none"> <li>• SNC1L</li> <li>• SBI4U</li> <li>• SBI3U</li> <li>• MPM1D</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Minimum 6 sections</li> <li>• Minimum 6 sections in a year or only 3 sections <i>in semester (1, 2, or any)</i></li> <li>• Minimum 3 sections <i>in semester (1, 2, or any)</i></li> <li>• Preference for 6 sections but willing to take as few as 1 section in Semester 2 (<i>changes homeschool</i>)</li> <li>• Minimum <b>1 section</b> (any semester)</li> <li>• Minimum 4 sections (S1/S2) – (3,1), (2,2), (1,3) (<i>or leave one out if you don't want</i>)</li> </ul>




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# Application Process

## Preference Boxes

Box #	Options
<ul style="list-style-type: none"> <li>• Sem 1                             <ul style="list-style-type: none"> <li>• <b>BCI</b> - MCR3U, MPM2D, MBF3C, MFM2P, MAP4C</li> <li>• <b>NGDHS</b> - MCF3M, MBF3C, MAP4C, SNC1D</li> </ul> </li> <li>• Sem 2                             <ul style="list-style-type: none"> <li>• <b>BCI</b> - MBF3C, MDM4U, SNC1D, SNC2P</li> <li>• <b>NGDHS</b> - MCF3M, MBF3C, MAP4C, MDM4U, SNC2D, SNC1P</li> <li>• <b>SDHS</b> – MBF3C/4C, SNC1D</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Minimum 2 sections in each semester in the following order (s1/s2):                             <ul style="list-style-type: none"> <li>• BCI/BCI, then BCI/NGDHS, then NGDHS/BCI, then NGDHS/NGDHS, then BCI/SDHS, then NGDHS/SDHS</li> </ul> </li> </ul>




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# Application Process

## Preference Boxes

Box #	Options
<ul style="list-style-type: none"> <li>• Sem 1                             <ul style="list-style-type: none"> <li>• <b>BCI</b> - MCR3U, MPM2D, MBF3C, MFM2P, MAP4C</li> <li>• <b>NGDHS</b> - MCF3M, MBF3C, MAP4C, SNC1D</li> </ul> </li> <li>• Sem 2                             <ul style="list-style-type: none"> <li>• <b>BCI</b> - MBF3C, MDM4U, SNC1D, SNC2P</li> <li>• <b>NGDHS</b> - MCF3M, MBF3C, MAP4C, MDM4U, SNC2D, SNC1P</li> <li>• <b>SDHS</b> – MBF3C/4C, SNC1D</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• In order of preference:                             <ul style="list-style-type: none"> <li>• BCI(3)/BCI(3), then BCI(3)/BCI(2)</li> <li>• BCI(3)/NGDHS(any)</li> <li>• NGDHS(3)/BCI(3), then NGDHS(3)/NGDHS(any), then BCI(3)/SDHS(3)</li> <li>• NGDHS(3)/SDHS(3)</li> <li>• Any 3 sections in Semester 2 at NGDHS</li> </ul> </li> </ul>

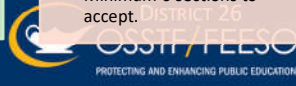


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# Application Process

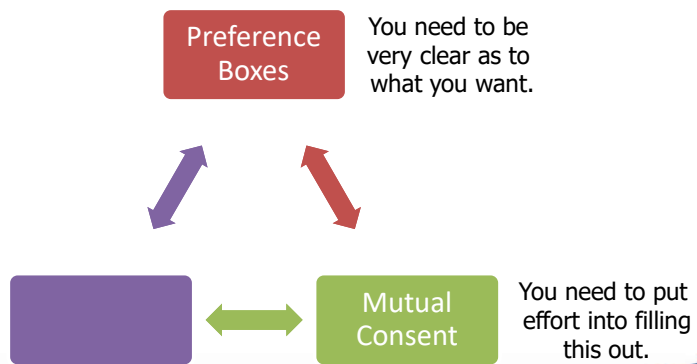
## Preference Boxes

Sample 1	Sample 2	Sample 3
<ul style="list-style-type: none"> <li>• Box 1:               <ul style="list-style-type: none"> <li>• <b>PDCI:</b> MPM2D, MBF 3C, MAT1L/2L, ADA 3M/4M</li> <li>• Minimum: 3 sections</li> </ul> </li> <li>• Box 2:               <ul style="list-style-type: none"> <li>• <b>PDCI:</b> MPM2D, MBF 3C, MAT1L/2L, ADA 3M/4M</li> <li>• Minimum: 2 sections</li> </ul> </li> <li>• Box 3:               <ul style="list-style-type: none"> <li>• <b>Almonte:</b> MPM 1D/1P, MBF 3C, MAP 4C, CHC 2D/2P, CLU 3M, ENG 2D, ENG 1D</li> <li>• Minimum: 3 sections</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Char-Lan District High School               <ul style="list-style-type: none"> <li>• Semester 1 - 1 x AVI3M/4M, 1 x NAC2O, 1 x NVB3C - minimum two required in order to accept</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Box #1:               <ul style="list-style-type: none"> <li>• CPHS                   <ul style="list-style-type: none"> <li>• Semester One: TMJ3E/4E (2), TWJ3E/4E</li> <li>• Semester Two: TWJ3E/4E (2) TMJ3E/4E</li> </ul> </li> <li>• Minimum 6 sections to accept.</li> </ul> </li> <li>• Box #2:               <ul style="list-style-type: none"> <li>• NGDHS                   <ul style="list-style-type: none"> <li>• Semester One: TIJ10, TCJ20, TCJ3C/4C, TWJ3E/4E</li> <li>• Semester Two: TIJ10, TCJ20, TCJ3C/4C, TWJ3E/4E (2)</li> </ul> </li> <li>• Minimum 6 sections to accept.</li> </ul> </li> </ul>



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# Application Process



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# Application Process

## Mutual Consent

- You must indicate why you can teach this course
- People are getting better but...
- Examples for not being successful:
  - Blanks
  - One Liners such as "I want to." or "I'm good at that."
  - General statements



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# Application Process

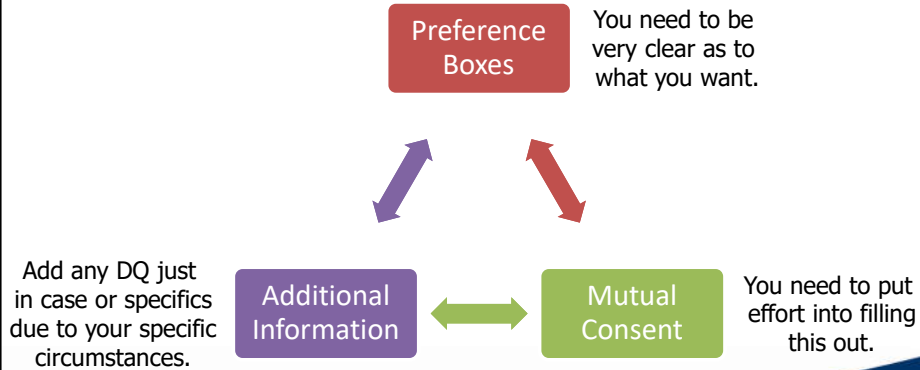
## Mutual Consent

- Examples that have been successful:
  - Connect with the curriculum
  - Have you taught it before but no longer deemed qualified?
  - What background and experience do you bring?
  - Any LTO experience?



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# Application Process



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# Application Process

## Additional Information

- Are you on leave but want to transfer for home school purposes?
- Not sure if your qualifications or deemed qualifications are updated?
- Got a new qualification and proof?
- Just taught a course and not sure we have your DQ on file?
- Is there something specific about your situation?
- Want to ensure you keep your entitlement?

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# Reminder

- <http://www.osstf26.com/en-CA/TBU/staffing.aspx>
- Has details, samples, and other documents that are helpful to members
- If you need more help? Talk to me!

#### Other Information / Resources

This Page contains information on the following:

- Qualifications;
- Deemed Qualifications;
- Asking for Mutual Consent;
- SLOA vs. Recall;
- Staffing Examples;
- Preference Box examples
- Displacement Criteria Examples

SCROLL DOWN to view the relevant section



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Thank You!

TBU Chief Negotiator  
TBU Grievance Officer

[elpis.law@d26.osstf.ca](mailto:elpis.law@d26.osstf.ca)  
613-258-2410 (Office)  
613-282-6024 (Cell)

There is a quick poll if you  
have any comments.



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