



TEACHER BARGAINING UNIT

ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION

DISTRICT 20 HALTON

Policies

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POLICY

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POLICY OF O.S.S.T.F. DISTRICT TWENTY (HALTON)

Section One - Definition

“Policy” shall mean a declaration of the role, the philosophy, or the long term goals of Ontario Secondary School Teachers' Federation (OSSTF/FEESO) District 20 in accordance with its Bylaws on matters whose resolution is beyond the internal legislative power of O.S.S.T.F. District 20 TBU.

NOTE: Nothing in the policy statements shall be interpreted or executed in a manner which is contrary to any legislative enactment to which the O.S.S.T.F. is subject. No member of O.S.S.T.F. District 20 has the right to advocate the contravention of TBU District 20 or Provincial Policy.

Section Two - Tenure

1. It is the policy of O.S.S.T.F. District 20 that Seniority shall be defined as the length of continuous secondary service on a probationary or permanent contract with The Halton District School Board (HDSB) for the purpose of both surplus and redundancy.
2. It is the policy of O.S.S.T.F. District 20 Halton that experienced applicants for teaching positions should not be refused employment because it would be more expensive for HDSB to hire them.
3. It is the policy of O.S.S.T.F. District 20 Halton that every member has a right to equal treatment with respect to placement, mobility, tenure, conditions of work, leaves, remuneration, and professional development, of race, ancestry, place of origin, ethnic origin, citizenship, creed, (religion) sex (includes gender identity and pregnancy), sexual orientation, age (18 years or more), record of offences, marital status, family status or disability (includes perceived disability) and that none of the civil, human and legal rights enjoyed by other Ontario residents shall be denied its members.

Section Three - Conditions of Work

1. It is the policy of O.S.S.T.F. District 20 that in the event that the Halton District School Board advertises for, or seeks to make appointments to newly created Headships not approved by the Joint Staffing Advisory Committee (SAC) the District 20 TBU Executive shall recommend to the members that they refrain from applying or accepting such positions, and further shall request the Provincial Executive to employ appropriate province-wide sanctions against HDSB.
2. It is the policy of O.S.S.T.F. District 20 Halton that the role of Branch President be recognized as a time commitment and a positive contribution to the school.
3. It is the policy of O.S.S.T.F. District 20 Halton that members should not be required to perform medical services in HDSB schools for students.
4. It is the policy of O.S.S.T.F. District 20 Halton that all involvement of teachers in extra-curricular activities be on a voluntary basis only.
5. It is the policy of O.S.S.T.F. District 20 Halton, that economic consideration should not be the major criterion in deciding whether or not to continue the offering of optional and special courses.
6. It is the policy of OSSTF/FEESO District 20 TBU that any changes made to a teaching assignment one week prior to or within an academic semester are made in consultation and agreement with the member and the Union

Section 4 - Leave and Gratuity

1. It is the policy of O.S.S.T.F. District 20 Halton that leave plans such as deferred and sabbatical leave be available to members.
2. It is the policy of OSSTF/FEESO District 20 TBU that retirement gratuities be restored to the members.
3. It is the policy of OSSTF/FEESO District 20 TBU that the monetary loss resulting from the delayed grid movement be restored to the members.

Section 5 - Professional Development and Education Policy

1. It is the policy of O.S.S.S.T.F. District 20 Halton, that a school year of 194 days consist of 178 instructional days only, exclusive of examination days, and professional activity or professional development days.
2. It is the policy of O.S.S.T.F. District 20 Halton, to support the use of a broad range of alternative forms of student evaluation.
3. It is the policy of O.S.S.T.F. District 20 Halton to strongly oppose Education Quality and Accountability Office (EQAO) testing and region-wide testing.
4. It is the policy of O.S.S.T.F. District 20 Halton, to strongly oppose the use of test results either for the purpose of evaluating teacher, or for comparing schools or students.
5. It is the policy of O.S.S.T.F. District 20 Halton, that professional development should be an activity that is designed specifically for the personal and professional growth of teachers and will be an activity that is initiated by, planned by, implemented by, and evaluated by teachers and/or their elected or appointed representatives.
6. It is the policy of O.S.S.T.F. District 20 Halton, that professional activity days be clearly defined as days that are essential to the functioning of the educational system. Such activities may include but need not be limited to parent-teacher interviews, program development, marking, promotion meetings. Such days are not to be considered professional development days.
7. It is the policy of O.S.S.T.F. District 20 Halton that members who enroll in staff development programs offered by HDSB should do so only on a voluntary basis.
8. It is the policy of O.S.S.T.F. District 20 Halton endorses in principle the OSSTF Policy Statements relating to Credit Integrity

Section 6 - Communications and Political Action

It is the policy of OSSTF District 20 TBU that political action be an ongoing priority for the District and its members and be organized by the Communications and Political Action Committee (CPAC) and monitored by the local Executive. Regional CPAC activities shall be consistent with OSSTF/FEESO Policies and By-Laws.

Section 7 - Educational Finance

1. It is the policy of O.S.S.T.F. District 20 Halton, that when a school is requested by the HDSB or Ministry of Education to provide new or extended programs to meet specifically identified student needs that these requests be supported by increased financial and personnel resources to the school.
2. It is the policy of the Bargaining Unit that all fund-raising activities in our schools should have clear, specific objectives that are stated before the fund-raising activity occurs. All funds raised should honour those pre-stated objectives.
3. It is the policy of the Bargaining Unit that any participation by OSSTF members in fund-raising activities that benefit the school or organizations within the school is strictly voluntary. Members who are unduly pressured to participate in school-related fund-raising activities should contact their Branch President or the District 20 TBU office.
4. It is the policy of the bargaining unit that the government should redesign the funding formula so that it is based on student needs.
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6. It is the policy of the bargaining unit that the government should invest in technologies that support educators and students in order to support teaching and learning.
7. It is the policy of the bargaining unit that the government should provide equitable access to guidance, library, special education, and student success resources that enhance classroom learning.

Section 8 – Schools as Community Hubs - The Preservation of Public Spaces

It is the policy of the bargaining unit that the government should:

1. Develop innovative ways to utilize space in lower enrollment schools as community space, especially in smaller and rural communities.
2. Encourage the growth of schools as community hubs delivering a wide variety of educational, health, childcare, and social services with the support of a multi-discipline board employed team and the coordination of the various ministries.
3. Provide individuals and groups with no-fee access to school facilities such as pools, gyms, libraries, and meeting spaces.
4. Recognize the impact of school closures in small and rural communities, especially on the additional amount of time that students need to travel to schools.

Section 9 – Broad Opportunities for Learning - Supporting Student Growth

It is the policy of the bargaining unit that the government should:

1. Provide all students across Ontario with access to a curriculum that is broad and contemporary to meet the challenges of the 21st century.
2. Focus on daily, authentic assessment and evaluation by an education professional to measure students' genuine progress using professional judgment and bring an end to all forms of standardized testing.
3. Give adults greater access to high-school diploma courses, job retraining and language proficiency programs.
4. Inspire students to be good citizens, critical thinkers, and life-long learners.

5. Recognize that students learn in many ways and need access to a variety of programs that can include academics, technical training, co-op and entrepreneurship programs.

Section 10 – Safer and Healthier Schools - Improving the Learning Environment for Students

It is the policy of the bargaining unit that the government should:

1. Provide enough caring adults in our schools to maintain a safe and productive environment for student learning and success.
2. Enhance training and programs to prevent incidents of bullying and harassment.
3. Continue to fund initiatives that support students and education workers in dealing with mental health issues.

Section 11 – Two Secular Public Education Systems – One in English – One In French

It is the policy of the bargaining unit that the government should:

1. Create two secular public education systems - one in English – one in French
2. Reinvest the savings from the benefits of eliminating the duplication of public education services back into the public education system.