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## GLOSSARY OF TERMS

<b>Board-wide Placement Meetings</b>	Meetings to consider placement and bumping of Teachers on a Board-wide basis.
<b>Bumping</b>	The process by which a more senior qualified Teacher replaces a more junior Teacher, who then becomes surplus.
<b>Certificated</b>	Qualifications according to the Teacher's Ontario College of Teachers' Certificate of Qualification.
<b>Closings</b>	A school closure is the closure of a school. A program closure is limited to TDSS (ECP), Alternative Attendance Programs, Caring and Safe Schools – Alternative Programs.
<b>Cone of Silence</b>	Staffing information is confidential to the Central Staffing Table, school Principals and Staffing Committee Teacher Co-chair during the time period May 14 to June 7, 2021.
<b>Experienced But Not Certificated ("EBNC") ("successfully taught")</b>	Successful teaching of a complete course in the TDSB for which the Teacher does not have certification, as indicated on his/her seniority verification form.
<b>Extreme Geographic Criteria</b>	During the placement meetings there will be an occasional situation where a Teacher is placed in a position for which the Teacher is qualified but the placement creates extreme hardship based on geographic considerations.
<b>Facilitated Transfer</b>	A transfer arranged for a list of Teachers (approved by OSSTF TTBU and the Board), for whom there are very special circumstances.
<b>Half Time Status</b>	A Teacher whose permanent contract status is full time and whose request for a half time leave of absence has been granted.
<b>Hold Back</b>	Amount of Full Time Equivalent (FTE) staff withheld from the allocation to schools, which may be released either during the staffing process to resolve particular staffing needs or in September/October once enrolments are finalized.

<b>Home School</b>	The school to which a Teacher is assigned for surplus/staffing purposes.
<b>Human Rights Accommodation</b>	An accommodation in accordance with the Ontario Human Rights Code duty to accommodate as may be amended from time to time.
<b>Learning Centre Placement Meetings</b>	Meetings to place surplus Teachers and to fill vacancies on Learning Centre basis.
<b>“Massaging” of Placements and Transfers</b>	Opportunity for reconsideration of placements and/or transfers during the Learning Centre and/or Board-wide Placement Meetings, subject to seniority and qualifications.
<b>Mutually Agreed Position Switch (MAPS)</b>	A Teacher-initiated switch of teaching positions agreed to by both Teachers and both Principals, resulting in the new designation of home school for both Teachers.
<b>Part Time Status</b>	A Teacher whose permanent contract status is less than full time.
<b>“Placement To Be Reviewed”</b>	A placement that will be reconsidered if it is deemed necessary.
<b>POR</b>  <b>Acting POR</b>  <b>Interim POR</b>	Position of Responsibility.  An acting POR is created when the current holder of the POR is absent from the position and expected to return for the following school year.  An interim POR is a position that has been posted in the school for the balance of the school year.
<b>Pull Back</b>	The return of a school surplus Teacher to a vacancy in his/her home school.
<b>Recall</b>	The right of a Teacher who has been terminated as of August 31 to be placed in a vacant teaching position in the secondary schools of the TDSB that occurs in the school year immediately following the date of termination, subject to seniority and qualifications.

<b>Secondary Teachers' Qualifications Review Committee</b>	Committee to consider requests, in very extraordinary circumstances, to have a subject(s) listed on the Certificate of Qualification set aside from consideration for staffing/surplus procedures only.
<b>Seniority</b>	A Teacher's seniority according to the Collective Agreement (clause L45.0. and following).
<b>Seniority Verification Placement Preference Form</b>	The form completed by Teachers as part of the verification process in which they indicate preference for subjects and locations for staffing/surplus purposes.
<b>Severance Pay</b>	Payment under the terms of the Collective Agreement to a Teacher whose contract has been terminated, in accordance with the conditions as described in the Collective Agreement.
<b>School Staffing Committee</b>	The Committee composed of up to 4 OSSTF TTBU members, the Principal and timetabling Vice-Principals who develop and propose the school staffing model and monitor usage of coverage and supervision.
<b>School Surplus</b>	Teachers declared surplus to the needs of the school.
<b>Staff Allocation</b>	Numbers of Full Time Equivalent (FTE) Teachers determined centrally and allocated to each school.
<b>OSSTF TTBU</b>	Toronto Teachers' Bargaining Unit, OSSTF, District 12 Toronto.
<b>Surplus to Board</b>	Teachers declared surplus to the needs of the Board at the Board's last meeting in June.
<b>Transfer</b>	A change of school in which the Transfer Committee approves the placement of a Teacher into a school and timetable which matches the request on the Transfer Form resulting in a new home school.

<b>Try-On</b>	A proposed placement, based on seniority and qualifications, in which either the Teacher or the Principal may indicate that the proposed placement is inappropriate.
<b>Vacancy</b>	A teaching vacancy is a timetable to which a Teacher has not been assigned.