

Common Scenarios in Staffing - ANSWERS

Monday, March 7, 2022

This activity will be performed in groups. Use the following link to determine your assigned breakout room:

<https://docs.google.com/spreadsheets/d/14vd7hNqg3-JcK6QXpyBIZEQN23CYntoZaP2RKcCjIV4/edit#gid=0>

Scenario #1

Refer to the staffing matrix found here:

https://docs.google.com/spreadsheets/d/1z3LEhKB9EtKaD3vhUyuvEN_pOP-OeRFxpV-FqilTyow/edit - gid=252347627

Make a copy of the Google sheet or download it using “File” found on the menu bar.

The Staffing Committee has been hard at work and has three remaining teachers to staff with only 12 available sections. Complete the staffing matrix and determine which teacher would be declared surplus.

Both Hamish and Yuri are declared 0.5 surplus. See page 2 for completed matrix.**

** Hamish being declared fully surplus was incorrectly stated during the workshop.

Scenario #2

Using the same matrix from Scenario #1, Nicky has submitted her retirement letter prior to the date where members are notified in writing if they have been declared surplus to the school. The Staffing Committee decides to reconvene to review any potential changes to the matrix. What decision(s) do you anticipate they would make? Make any changes to the matrix, if necessary.

As Nicky is a POR holder, a timetable must be held. Therefore, Hamish and Yuri are still 0.5 surplus

Scenario #3

Refer to the staffing information below to answer the following questions:

Seniority No.	Teacher Name	Quals	EBNC	Sections Needed
4285	Svetlana	MAT, ENG	None	6.0
4461	Arjun	MAT, BAC	None	6.0

- (a) The following sections remained unassigned by the Staffing Committee: 3.0 MAT, 3.0 BAC, 6.0 SNC. Assuming the more senior teachers were staffed appropriately, with Arjun being the only one in the school with accounting qualifications, and no one else on the staffing list can teach science:

Staff Svetlana and Arjun using the remaining unassigned courses and determine if any one of them is declared tentatively surplus or not.

Svetlana: **3 MAT – declared 0.5 surplus**

Arjun: **3 BAC – declared 0.5 surplus**

- (b) The principal has taken the position that both Svetlana and Arjun should be declared 0.5 surplus and wants to create a 1.0 science vacancy. Is this a violation of the Staffing Binder?

This not a violation of the Staffing Binder. If decisions are being made to have Svetlana or Arjun sign Mutual consent, speak to your E.O.

* donates POR holder

Seniority No.	Teacher Name	Quals	EBNC	Sections Available													Sections Needed	Sections Assigned					
				English	GOG	French	History	Art	Drama	Guidance	Music	Math	Physics	Science	Phys.Ed (Male)	Phys.Ed (Female)			Business	Computer Science	Spec. Ed	Careers	Civics
				6	3	3	3	4	1	3	3	5	1	5	1	2	2	3	4	3	2	54	
				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				6	3	3	3	4	1	3	3	5	1	5	1	2	2	3	4	3	2		
65	Michael*	ENG, PHE, AMI									3				1	2							
899	Nicky*	AVI, HIS, RSE						3															
1104	Josh	GOG, SPH, MAT										2	1										
1233	Aboudi	DSC, DCS, MAT	ESL									3											
2392	Mitsuki	TGJ, SNC, NGD									3												
2399	Jermaine	SNC, MAT, SCH, RSE	ENG											5									
3477	Brenda*	AVI, HIS	BAC																		2		
3689	Hamish	HIS, NFS	ENG																				
3791	Yuri	LWG, FSF	HIS, ADA																				
4663	Isabelle	ENG, ADA																					
				6	3	3	3	4	1	3	3	5	1	5	1	2	2	3	4	3	2		
				60																			
				54																			

Both Hamish and Yuri are declared 0.5 surplus.