

Appendix A

The following are the amendments agreed to for the 2022-2026 Collective Agreement:

ITEM/ARTICLE	RELATED LANGUAGE
Gender Neutral Pronouns	Change pronouns from he/she or him/her to they/their/them.
Recognition Clause	<p>The Board recognizes the Ontario Secondary School Teachers' Federation (hereinafter referred to as O.S.S.T.F.), mentioned in the description of the parties to this Agreement, as the sole and exclusive Bargaining Agent of all teachers, other than occasional teachers, who are assigned to one or more secondary schools or who perform duties in respect of such schools all or most of the time.</p> <p>(i) For the purposes of Recognition:</p> <p>"teacher" bears the same meaning as the "Part X.1 teacher" as defined in the Education Act, as amended from time to time, including Teachers assigned to Section 23 programs/TDSS /Toronto District Secondary Schools-/Education and Community Partnership Program (hereinafter referred to as T.D.S.S/E.C.P.P.)</p> <p>"occasional teacher" bears the same meaning as that given to "occasional teacher" by the Education Act, as amended from time to time.</p> <p>(ii) The Board further recognizes, and O.S.S.T.F. confirms, that O.S.S.T.F. has duly authorized the Toronto Teachers' Bargaining Unit of O.S.S.T.F. District 12 Toronto hereinafter referred to as the Bargaining Unit to act as the agent of O.S.S.T.F. in all matters relating to the negotiation, interpretation, administration and application of this Agreement on behalf of all Teachers and Continuing Education Teachers employed by the Board.</p> <p>(iii) All matters and rights, not prescribed by this Agreement, shall remain within the sole and exclusive right of the Board to manage its affairs. The Board shall exercise its management rights in a reasonable manner</p>
L1.8	Director means the Director and Secretary-Treasurer of the Board.
L1.10	"Evaluation" means an evaluation of a Teacher's classroom teaching by a supervisory officer of the Board (or a Predecessor Board) and/or Principal or Vice Principal which may result in a written report being put in the Teacher's file referred to in L16.0.
L1.21	"Teacher" means a teacher as defined in Part X.1 of the Education Act, as amended from time to time, but "Teacher" excludes an Occasional Teacher and a Continuing Education Teacher.

L3.5	<p>The Board shall make a copy of this Agreement available electronically on its intranet site and shall provide at the Board's expense 100 copies to the Bargaining Unit office. A copy shall also be provided to every Branch President at each worksite at the Board's expense. The Board shall consult with the Bargaining Unit prior to printing the Agreement regarding the format in which the Agreement is to be printed.</p> <p>provide, at the Board's expense, a copy of this Agreement to each Teacher, and shall provide a copy of Part VI and any applicable letters of intent or understanding to each Continuing Education Teacher who is not a Teacher, and shall have other copies available at the Board office for inspection and shall provide copies to the Bargaining Unit Office upon request at the Board's expense. The Board shall consult with the Bargaining Unit prior to printing the Agreement regarding the format in which the Agreement is to be printed.</p>
L3.6	<p>The Board and Union will make available the new Agreement to all Teachers covered by this Agreement within sixty (60) <ins>ninety (90)</ins> calendar days after the Agreement has been signed <ins>ratified</ins> by both the Board and the Union. Both the Board and the Union will post the Collective Agreement on the respective websites.</p>
L3.8	<p>Part VI, and any applicable Letters of Intent or Understanding, shall be deemed to form part of the contract of employment between the Board and the Continuing Education Teacher.</p>
L4.3	<p>Where it could reasonably be expected that an incident would lead to discipline or discharge, the principal or immediate supervisor will inform the Teacher of this possibility and will advise the Teacher that they may be accompanied by a representative determined by the Bargaining Unit (excluding legal counsel) at the Opportunity to Respond Meeting as per L4.4.</p>
L6.9	<p>No overpayment or underpayment prior to September 1 of the current school year (or the first day of instruction in August for year-round school programs) schools and worksites with an alternate calendar of the current school year that resulted from incorrect Group placement shall be recoverable or payable unless the incorrect placement was made as a result of fraud or misrepresentation.</p>
L6.17x	<p>A Teacher who has taught for the Board as a daily Occasional Teacher, and subsequently becomes employed as a Teacher with the Board, shall be granted point one (0.1) year of experience for every thirty (30) days of teaching in TDSB as a daily Occasional Teacher in the previous three (3) school years prior to their hiring as a teacher up to a maximum of one (1) year in any school year.</p>
L6.18	<p>Notwithstanding L1.23, effective September 1, 2005, Teaching Experience for newly hired Teachers shall include experience gained as an Adult Day School Continuing Education Teacher with the Toronto District School Board for each school year, to be calculated as:</p> <p><u>Number of credits taught in a Continuing Education adult day school</u> 12<ins>13</ins></p>
L6.19	<p>In order to constitute Teaching Experience, years of Teaching Experience outside Ontario shall be accepted as reported by school boards, provinces, or</p>

	territories within Canada or appropriate education authorities of foreign countries, or recognized international agencies by which the Teacher was employed as a regular day school teacher provided that the Teacher's qualifications during those years of teaching were equivalent to the qualifications required to obtain a teaching certificate in Ontario at the time the Teacher is hired.
L6.21	<p>L6.21 For the purpose of Related Experience:</p> <p>a) Credit may not be given for experience used to obtain entrance to a faculty of education, or for summer employment.</p> <p>b) Credit may be given for Related Experience obtained prior to graduation from university.</p> <p>c) The maximum credit that may be given for Related Experience is seven (7) ten (10) years.</p> <p>d) A year or partial year of Related Experience shall be determined in terms of a calendar year, rounded to the nearest first decimal place.</p>
L6.22	Upon ratification of this agreement, All rules, policies and protocols relating to the determination of Related Experience shall be included in the New Hire Package. A copy of the New Hire Package rules, policies and protocols shall be submitted to the Bargaining Unit.
L6.23	<p>Effective September 1, 2001 Related Experience for continuing education in an adult day school shall, for each school year, be calculated as:</p> <p>Number of credits taught in a Continuing Education adult day school</p> <p style="text-align: center;">13-12</p>
L11.x3	At the conclusion of each Position of Responsibility hiring round, the Board shall provide the Bargaining Unit with a list of Teachers who were appointed to a Position of Responsibility.
L12.2	L12.2 L12.3 Centrally Assigned Teachers in a multi-year term appointment shall notify the Board by March 1 if they wish to vacate their Centrally Assigned Position and return to their Home School for the following year.
L13.x2	At the beginning of the central table staffing process, the Board shall provide the Bargaining Unit with a list of Teachers who have applied for transfer for the upcoming school year.
L14.7	Teachers will be surveyed each school year by October 15 October 31 to seek input regarding professional development and training needs relative to the implementation of mandated Provincial priorities and the School Improvement Plan.
L15.X4	<p>By October 15, the Board shall provide the Bargaining Unit with the names of all Teachers on the Teacher Performance Appraisal list and in the New Teacher Induction Program in that school year.</p> <p>The Board shall provide an updated list of Teachers hired after October 1 who will be added to the New Teacher Induction Program list for that school year by March 1.</p>

L16.X1	Letters of Counsel shall not be maintained in the File cited in L16.2.
L17.x1	Teachers shall not be assigned the duties of a Teacher-In-Charge as stipulated in "Delegation of Authority Regarding Discipline By A Principal To A Teacher In Charge Re: <i>Education Act</i> S. 300.1(1)(b)," except by mutual consent.
L20.1	L20.1 A School Staffing Committee shall be established in every school. The term of office of the Teacher representatives on the School Staffing Committee shall be November 1 to October 31. If any of the Teacher representatives resign from the committee or are transferred to another school, the Teachers of the school shall elect a replacement from their number.
L20.6	The term of office of the Teacher representatives on the School Staffing Committee shall be November 1 to October 31. If any of the Teacher representatives resign from the committee or are transferred to another school, the Teachers of the school shall elect a replacement from their number.
L20.8	Members of the School Staffing Committee shall be provided with information on enrolments, staffing (projected and actual), seniority and qualifications, program needs and school divisors, pupil-teacher contact reports, class sizes and class targets, changes to staffing model, and mutual consent forms for uncertified subjects and unbalanced workloads.
L21.1	The Secondary Consultation Committee shall have as its members three representatives from the Board's administrative staff, one of whom shall be named a co-chairperson by the Director Board and three members of the Bargaining Unit designated by the Bargaining Unit, one of whom shall be named a co-chairperson by the Bargaining Unit.
L21.5	At two meetings per year, staff from the following departments—Caring and Safe Schools, Special Education, Equity and Inclusive Schools and Occupational Health and Safety will attend to consult and receive recommendations on caring, safe and healthy schools' issues, training and policies to develop best practices in such areas as risk of violence assessment/notification of staff, effective school based structures and emergency planning.
L21.13	The Board and Bargaining Unit agree that a joint sub-committee of the Secondary Consultation Committee shall be convened no later than November 30 for the purpose of refining the Secondary Staffing Manual including procedures for surplus, transfer and placement procedures. The sub- committee shall have equal membership which may include members co-opted expressly for this function.
L21.x1	A list of all Teachers on Long Term Disability, secondments, statutory leaves, Self-funded leaves, and approved unpaid leaves shall be provided to the Bargaining Unit no later than November 1 and March 1 each school year.

L21.x2	At the end of each semester the Board shall provide the Bargaining Unit with a list of Teachers working fully or in part on a Letter of Permission (LOP) or Temporary Letter of Approval (TLA).
L24.X3	The Board will annually communicate to all TDSS/ECPP agency partners the expectation that site-specific policies and procedures, and health and safety policies and procedures, be provided to Teachers at their respective sites.
L26.12	The Schedule of Availability shall be predictable for the Teacher and posted or provided to each Teacher and the Bargaining Unit for prior to the first instance of coverage and/or supervision being assigned at the beginning of each semester and upon any changes made to the Schedule of Availability.
L26.X5	Any 1.0 FTE Teacher working in more than one site during a school year shall have their coverage and supervision totals for Semester 1 reported by the Board to their Semester 2 worksite for inclusion in the utilization totals for the school year.
L29.6X	Upon a Teacher obtaining 1.0 FTE during a school year the Board shall ensure a Teachers' coverage and supervision totals from Semester 1 are communicated to any new worksite for inclusion in the ongoing utilization report for that school year.
L31.3	<p>Add the following to the existing L31.3 and resequence as required</p> <p>c) attending the graduation from a recognized Grade 12(OSSD) or post secondary institution of a husband, wife, spouse, child/dependent, or parent;</p> <p>r) Facilitating the move of a family member into supported living, treatment programs, transitional housing, short term or long term care;</p> <p>s) For Indigenous Employees to vote in elections as indicated by a self-governing Indigenous authority where the employee's working hours do not otherwise provide three consecutive hours free from work;</p> <p>t) For Indigenous Employees to attend at Indigenous cultural/ceremonial events;</p>
L32.0	L32.0 ADDITIONAL MISCELLANEOUS LEAVES WITHOUT DEDUCTION
L32.2	Miscellaneous Leave shall be granted by the Director without loss of salary for up to a total of three days compassionate leave to be used in any combination at the time of the death and/ or in order to attend one memorial service of a member of a Teacher's immediate family which includes parents, parents-in-law, spouse, children/dependents, child's spouse, siblings, grandparents and grandchildren.
LV36.X	A leave of absence without pay shall be granted to a Teacher elected to indigenous, municipal, provincial, or federal government for the duration of their term. Leave granted under this clause shall not result in loss of seniority.

LV36.XX	Should the leave of absence be terminated or otherwise expire prior to the end of the school year, the teacher may choose to remain on unpaid leave until the end of the school year. Should the teacher wish to return earlier, their return to work will be subject to Leave Rescind provisions of the Secondary Staffing Binder.
L36.X	A Teacher elected or appointed to the Ontario Teachers' Federation, the Ontario Federation of Labour, or the Canadian Labour Congress shall be entitled to a leave of absence without pay for the duration of their respective terms of office. Leave granted under this clause shall not result in loss of seniority.
L36.XX	Should the leave of absence be terminated or otherwise expire prior to the end of the school year, the teacher may choose to remain on unpaid leave until the end of the school year. Should the teacher wish to return earlier, their return to work will be subject to Leave Rescind provisions of the Secondary Staffing Binder.
L40.1	L40.1 Life Insurance – Group Life Insurance Plan
L40.2	A joint Management Committee shall be responsible for operating the Group Life Insurance Plan. The Board, the Bargaining Agent and the elementary bargaining agent shall be represented on this committee. The number of voting representatives of the Bargaining Unit shall continue to comprise 50% of the number of Board representatives. The number of voting representatives of the elementary bargaining agent shall also continue to comprise 50% of the number of Board representatives. The committee shall be chaired by another person appointed by the Board. Such chairperson shall be non-voting.
L40.3	The Bargaining Unit shall appoint two representatives to the joint Management Committee for a two-year period and the names of such representatives shall be forwarded to the chairperson of the joint Management Committee no later than November 1.
L40.4	Summaries of discussion of each meeting of the Committee shall be forwarded by the chairperson to each member of the Committee and to the Bargaining Unit.
L40.5	The Board shall provide the appropriate payroll deductions for the Teacher's share of the Dental and Health Care Plan premium.
L49.X	L49.X Where it could reasonably be expected that an incident would lead to discipline or discharge, the principal or immediate supervisor will inform the Continuing Education Teacher of this possibility and will advise the Continuing Education Teacher that they may be accompanied by a representative determined by the Bargaining Unit (excluding legal counsel) at the Opportunity to Respond Meeting as per L49.XX.
L49.XX	L49.XX As part of its investigation the Board will give the Continuing Education Teacher an opportunity to respond to all of the allegations of which the Board is aware. The general nature and timeframe of the behaviours of concern to the Board shall be provided to the Continuing Education Teacher prior to the Opportunity to Respond Meeting.

L56.X5	<p>The Board shall provide the Bargaining Unit with a list of night school teachers each semester and summer school teachers each summer. This list will include work location(s).</p>
LOU For Inclusion in the Secondary Staffing Binder (Staffing Rules)	<p>Teachers who remain on the Extreme Geographic Criteria (EGC) List as of August 31 shall be considered for Semester 2 vacancies known to and approved by the Board as of the end of the first week of school upon return from winter break in January.</p> <p>Teachers will be considered for offers of placement in seniority order, subject to qualifications, based on proximity to their previous Home School. In the event that the offer of placement is declined, the Teacher will be removed from the EGC List.</p>
LOU For Inclusion in the Secondary Staffing Binder	<p>At the Board-wide Placement meeting in June, the list of Transfer applicants will be considered after surplus teachers, and after teachers on the Inappropriate Placement (IP) List and the Extreme Geographic Criteria (EGC) List, but before consideration of Teachers on the Part to Full List.</p>
LETTER OF UNDERSTANDING Re: Accommodation & Return to Work	<p>LETTER OF UNDERSTANDING Re: Accommodation & Return to Work</p> <p>The Toronto District School Board recognizes its obligations under the Ontario Human Rights Code to provide safe workplace accommodations occurring within a reasonable time period.</p> <p>The Parties agree that:</p> <ul style="list-style-type: none"> It is the responsibility of the teacher to provide satisfactory medical documentation which clearly outlines restrictions and/or limitations. This responsibility includes clarifying insufficient medical documentation and providing updates as may be reasonably necessary to facilitate the teacher's return to the workplace or accommodation. The accommodation process may commence while additional information is being sought to the extent it is possible to do so. This documentation will be provided to the Disability Case Administrator. It is the responsibility of the Board to ensure that a teacher is returned to work safely and to assess an employee's request for accommodation up to the point of undue hardship. It is the responsibility of the Bargaining Unit to assist to the extent necessary to ensure that the accommodation is appropriate; and in consideration of the Collective Agreement. A reasonable offer of accommodation is one which meets a teacher's needs and is not a matter of preference. <p>The Parties agree that the following process will be followed in accommodating and returning teachers to work: in respect of teachers seeking accommodation:</p> <p>Where medical documentation supports a return to work or accommodation, the Board will communicate with the Teacher, to confirm a tentative date of return to</p>

	<p>work and/or to discuss next steps, including confirmation of restrictions and/or limitations and the potential need for accommodation. All communications regarding accommodation will be made within a reasonable time period. The Board will advise the Teacher of their right to be accompanied by union representation at meetings where a return to work or accommodation is being discussed.</p> <p>Where there are medical restrictions in place, the Board will arrange with the Teacher, and where the Teacher elects, their Union representative a return to work meeting with the Principal, Teacher and Union, at the Teacher's worksite or another mutually agreed upon location to discuss the return to work and any request(s) for accommodation.</p> <p>At the return to work meeting or meeting to discuss accommodation, the Board will undertake to develop a written plan in consultation with the employee and the Union, as applicable, which includes the following:</p> <ul style="list-style-type: none"> ○ Name of Member, Name of Worksite, Date of Meeting, Name of Principal ○ Details of the accommodation based on restrictions and/or limitations. ○ Who to contact for support with accommodation implementation at worksite ○ When the accommodation will be reviewed, if required. ○ Tentative timeline for implementation including, where reasonably available, the date by which each aspect of the accommodation will be implemented <p>The Teacher, Principal, and Board will each receive a copy of the written Accommodation Plan upon completion, and where necessary, will set a follow up meeting date.</p> <p>In the event of a change of assignment or work location, upon the request of a Teacher, the Disability Case Administrator shall initiate a review of the accommodation plan.</p> <p>Medical documentation submitted in support of a return to work or accommodation will be held in confidence by the Board.</p>
LETTER OF UNDERSTANDING Re: Staffing (For Inclusion in Secondary Staffing Binder)	LETTER OF UNDERSTANDING Re: Staffing (For Inclusion in Secondary Staffing Binder) <p>The 2022-2023 Secondary Staffing Binder will be amended to read: At the Board-wide Placement meetings in May, the list of Transfer applicants will be considered after surplus teachers.</p>

LETTER OF UNDERSTANDING Re: Staffing (For Inclusion in Secondary Staffing Binder)	LETTER OF UNDERSTANDING Re: Staffing (For Inclusion in Secondary Staffing Binder) For purposes of staffing and surplus declaration, a Teacher assigned to teach e-Learning credit courses shall be included in the staff complement of the secondary school which is the work location of the Teacher. Each time the school is staffed the Teacher has the right to resume a full timetable of regular classes subject to the staffing provisions of this Collective Agreement.
Local Appendix B Supplemental Employment Benefits Plan	SUPPLEMENTAL EMPLOYMENT BENEFITS PLAN The Teacher shall sign an agreement with the Board for the Supplemental Employment Benefits Plan, indicating that the Teacher will return to work (prior to submitting any resignation) and remain in the service of the Board after returning from the Teacher's Pregnancy Leave or Parental Leave for the purposes of adoption (and any subsequent additional leave granted by the Board under this Agreement).
Local Appendix B SUPPLEMENTAL EMPLOYMENT BENEFITS PLAN: PREGNANCY LEAVE	SUPPLEMENTAL EMPLOYMENT BENEFITS PLAN: PREGNANCY LEAVE <ul style="list-style-type: none"> a) The Employer shall provide for permanent and long-term occasional teachers and teachers hired into a term position who access such leaves, a SEB plan to top up their E.I. Benefits. The teacher, (i.e. the birth parent), who is eligible for such leave shall receive salary for a period immediately following the birth of their her child, but with no deduction from sick leave or the Short Term Leave Disability Program (STLDP). The SEB Plan pay will be the difference between the gross amount the teacher receives from E.I. and their her regular gross pay. b) SEB payments are available only to supplement E.I. benefits during the absence period as specified in this plan. c) Teachers hired in a term position or filling a long-term assignment shall be entitled to the benefits outlined in a) above, with the length of the SEB benefit limited by the term of the assignment. d) The teacher must provide the Board with proof that they she has applied for and is in receipt of employment insurance benefits in accordance with the Employment Insurance Act, as amended, before SEB is payable. e) Teachers not eligible for employment insurance benefits or the SEB plan will receive 100% of salary from the employer for a total of not less than eight (8) weeks with no deduction from sick leave or STLDP. f) For clarity, for any part of the eight (8) weeks that falls during a period of time that is not paid (e.g. summer, March Break, etc.), the remainder of the eight (8) weeks of top-up shall be payable after that period of time. g) Teachers who require a longer than eight (8) week recuperation period shall have access to sick leave and the STLDP through the normal

	<p>adjudication process.</p> <p>h) If an employee begins pregnancy leave while on an approved leave from the employer, the above maternity benefits provisions apply.</p> <p>i) The start date for the payment of the pregnancy benefits shall be the earlier of the due date or the birth of the child.</p> <p>j) Births that occur during an unpaid period (i.e. summer, March break, etc.) shall still trigger the pregnancy benefits. In those cases the pregnancy benefits shall commence on the first day after the unpaid period.</p> <p>A SEB plan to top up their E.I. Benefits for eight (8) weeks of 100% salary is the minimum for all eligible teachers. The teacher who is eligible for such leave shall receive 100% salary for a period not to exceed eight (8) weeks immediately following the birth of their her child but with no deduction from sick leave or the Short Term Leave Disability Program (STLDP). The SEB Plan pay will be the difference between the gross amount the teacher receives from E.I. and their regular gross pay;</p>
Local Appendix B (SEB) PLAN ADOPTION/PARENTAL LEAVE	<p>(SEB) PLAN ADOPTION/PARENTAL LEAVE</p> <ol style="list-style-type: none"> 1. The object of this SEB Plan is to supplement the Employment Insurance (E.I.) benefits received by Teachers from Employment and Social Development Canada (ESDC) for temporary unemployment caused by Adoption or Parental Leave for the purposes of adoption. 2. Only Teachers as defined in accordance with L1.21 of the Agreement to which Appendix B is appended are covered by this Plan. 3. The other requirements for receipt of a SEB are: <ol style="list-style-type: none"> (a) the Teacher must apply for and be in receipt of E.I. adoption or parental benefits from Human Resources Development Canada; (b) an application for SEB must be made by the Teacher on a form to be provided by the Board and the Teacher shall provide proof that the Teacher is in receipt of E.I. benefits indicating the weekly amount to be paid by ESDC; 4. A Teacher must have applied for and be in receipt of E.I. benefits before a SEB becomes payable. 5. A Teacher who is not in receipt of E.I. benefits shall not be eligible for a SEB, except if the reason for non-receipt is that the Teacher is serving the two-week a waiting period. A SEB payment shall be made only when it has been verified that the Teacher has applied for and is in receipt of E.I. benefits. 6. A Teacher shall not have the right to a SEB payment except for supplementation of E.I. benefits for the unemployment period as specified by this Plan.

	<p>7. The benefit levels paid under this Plan are set out in (8) and (9) below. It is understood that consistent with current employment insurance regulations:</p> <ul style="list-style-type: none"> (a) in any week, the total amount of the SEB, E.I. gross benefits and any other earnings received by the Teacher shall not exceed 95% of the Teacher's normal weekly earnings, and (b) any payments in respect of annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under this Plan. <p>8. The first two weeks of Parental Leave the employee's E.I. benefits will be topped up to ensure the employee receives a weekly rate equal to 90% of the Teacher's weekly insurable earnings as determined by ESDC. This period may include a one week waiting period. If there is no waiting period it will be deemed to have been served and the teacher will receive the full two week entitlement as noted above.</p> <p>For the two (2) week waiting period before E.I. benefits commence the benefit level paid under this plan will continue to be set at a weekly rate equal to 90% of the Teacher's weekly insurable earnings as determined by ESDC.</p> <p>Note: Effective January 1, 2017, the two week waiting period will be reduced to one week. Accordingly, the employee's E.I. benefits during the first week following the new one week waiting period will be topped up to ensure the employee receives the same total net pay they would have received prior to the change.</p> <p>9. For up to 15 weeks following the two (2) week period under 8. above the benefit level paid under this plan shall be \$75.00 per week providing the Teacher remains in receipt of E.I. Benefits as set out under 5. above.</p>
Adult Day School Continuing Education Teachers Staffing and Surplus Manual: 1A - #3	<p>3. The Adult Day School Continuing Education Teachers Placement Preference Form will be issued for the following year to the teacher by or before May 15 and the teacher shall return the completed form to the Principal of their home school by or before May 31. A teacher may update their Placement Preference Form. To be considered for staffing for the next Quad, it must be submitted to their Home School Principal at least 15 school days prior to the start of the next quadmester.</p>
Adult Day School Continuing Education Teachers Staffing and Surplus Manual: 2BC - #2	<p>2. The following information provided from the last submitted Teacher's Preference Form will be included on this list: Teacher name, home telephone number, qualification/s, subject preferences, and geographic preferences and number of courses they wish to be assigned. A copy of this list will be provided to the Executive Officer of OSSTF Toronto who has responsibility for Adult Day Schools. A Teacher who is placed on the Adult Day School Surplus Teachers List may submit an updated Placement Preference form to their home school Principal who will forward the new Placement Preference Form to Employee Services.</p>

<p>Adult Day School Continuing Education Teachers Staffing and Surplus Manual</p> <p>LETTER of UNDERSTANDING Re: School/program closure or amalgamation</p>	<p>LETTER of UNDERSTANDING Re: School/program closure or amalgamation</p> <p>The Board and the Bargaining Unit shall meet to establish a school/program closure process specific to Adult Day School sites/programs.</p>
<p>Workload Accord: Class Size #4</p>	<p>Edvance schools shall be in compliance with class size targets as per the following schedule unless otherwise exempted by the Secondary Consultation Committee:</p> <ul style="list-style-type: none"> ● Quadmester 1: by day 20 of the quadmester ● Quadmester 2: by day 15 of the quadmester ● Quadmester 3: by day 15 of the quadmester ● Quadmester 4: by day 15 of the quadmester