

# SECONDMENTS

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## PROCEDURES FOR REQUESTING A SECONDMENT TO AN OUTSIDE ORGANIZATION

1. Teachers requesting a secondment to a position for a fixed duration outside the Toronto District School Board will submit a letter **from the seconding organization** to the Senior Manager, Labour Relations or designate, outlining the details of the secondment including:
  - start and end dates;
  - the name of the organization to which the Teacher wishes to be seconded;
  - the nature of the secondment/job description;
  - the reasons the Teacher wishes to accept the secondment;
  - the benefits to the TDSB;
  - a statement that the seconding organization will pay the costs of total salary and benefits;
  - a letter from the seconding organization confirming the secondment offer.
2. A copy of the letter from the seconding organization must be sent to the **Teacher's** Principal and the Staffing Officer before the secondment will be approved.
3. The Senior Manager, Labour Relations or designate will make a recommendation to the Board in consultation with the Principal.
4. Approval for the secondment is subject to the discretion of the Board.
5. The Teacher, Principal and Staffing Officer will be notified in writing of the Board's decision.
6. These requests must be submitted at least 6 weeks prior to the commencement of the secondment. For full school year secondments, the request should be submitted by the end of March of this school year and no later than **June 30** for the following school year.
7. As per the Employee Services Secondment Protocol there is a two-year limit on secondments to an outside organization. However, a third year may be granted by the Senior Manager, Labour Relations or designate only for secondments to Faculties of Education, the Ministry of Education, and the Department of National Defence. Notwithstanding the foregoing, due to legacy Board arrangements, secondments at Bloorview School Authority are handled annually on an individual basis.

8. The salary and benefits paid to the seconded employee will be the salary and benefits of the employee for the position the employee holds in the TDSB.

**9. Request To Cancel/Rescind An Approved Secondment:**

- Requests to cancel or rescind a Secondment once it has begun must be submitted in writing to the appropriate Staffing Officer, Secondary Teaching Office, with a copy to the Principal.
- A rescission of an approved Secondment will be considered only if there are no surplus Teachers who have rights to a position that the Teacher requesting the rescission would fill.
- If an approved Secondment is rescinded, the Teacher will be offered the first available vacancy, subject to the Teacher's seniority and qualifications. If the offer of placement is accepted, the Teacher will be placed accordingly, and the new school becomes the home school. If the offer of placement is declined, the request to rescind the approved Secondment will be withdrawn.
- If the Teacher resigns the Secondment to the seconding organization but a school placement is not identified per the process above, the Teacher will be placed on an unpaid leave of absence for the balance of the school year and return to their previous home school the following September.

**10. OSSTF Representation**

- Teachers should contact OSSTF Toronto TTBU (416) 393-8900 if they have any questions about their OSSTF representation while on secondment.