



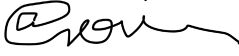
Memorandum of Agreement

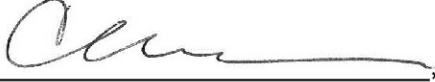
Staffing Processes Applicable to the Virtual Secondary School (2025/2026)

On the understanding that i) Virtual Secondary School (VSS) Teachers will work from a physical Board location unless and until otherwise directed by the Board and ii) VSS may operate from one or more sites in 2025-2026, the Board and the Toronto Teachers' Bargaining Unit, without prejudice, agree that:

- Should the physical location(s) of Virtual Secondary School not be determined by the March 3, 2025 deadline for the submission of Transfer requests, VSS Teachers will have access to the Transfer process, as per the staffing rules and timelines governing that process in the *Transfer Procedures* section of the Secondary Staffing Binder, **after** the aforementioned deadline upon notification that the physical location(s) of VSS has been finalized.
- Should the physical location(s) of Virtual Secondary School not be determined by the March 3, 2025 deadline for the submission of Transfer requests, **all** Teachers who have submitted a Transfer request by the aforementioned deadline, may **add VSS** for consideration as an additional Transfer destination, as per the staffing rules and timelines governing that process in the *Transfer Procedures* section of the Secondary Staffing Binder, upon notification that the physical location(s) of VSS has been finalized.
- Should the physical location(s) of Virtual Secondary School not be determined by the March 3, 2025 deadline for the submission of Transfer requests, all Teachers who have submitted a Transfer request by the aforementioned deadline may **remove VSS** for consideration as a Transfer destination, as per the staffing rules and timelines governing that process in the *Transfer Procedures* section of the Secondary Staffing Binder, upon notification that the physical location(s) of VSS has been finalized.
- Should the physical location(s) of Virtual Secondary School not be determined by the March 3, 2025 deadline for the submission of Transfer requests, all Teachers who have **not** submitted a Transfer request by the aforementioned deadline, may do so for the purpose of identifying **VSS-only** for consideration as a Transfer destination, as per the staffing rules and timelines governing that process in the *Transfer Procedures* section of the Secondary Staffing Binder, upon the notification that the physical location(s) of VSS has been finalized.
- Subject to the foregoing considerations, there is nothing to preclude VSS Teachers from submitting a Transfer request as per the Transfer request submission deadline of March 3, 2025.
- Notwithstanding the foregoing considerations, any and all Transfer placements will not be "undone" or rescinded once communicated to the Teacher.
- This Memorandum of Agreement shall be reviewed annually should VSS locations not be confirmed by the Board for the upcoming school year by October 15.

- The Board will make every reasonable effort to finalize and announce locations before the Transfer application deadline.

For the Board: , dated: Feb. 20, 2025

For OSSTF – TTBU: , dated: Feb. 20, 2025