

POLICY

***ONTARIO SECONDARY SCHOOL TEACHERS'
FEDERATION***

DISTRICT 20 HALTON

(Revised May, 2007)

Printed June, 2007

TBU

**POLICY
TABLE OF CONTENTS**

Section One - Definition	3
Section Two - Tenure	3
Section Three - Conditions of Work	4
Section Four - Leave and Gratuity	4
Section Five - Professional Development & Education Policy	4-5
Section Six - Political Action	6
Section Seven - Educational Finance	6
Section Eight - Superannuation	6

POLICY OF O.S.S.T.F. DISTRICT TWENTY (HALTON)

Section One - Definition

“Policy” shall mean a declaration of the role, the philosophy, or the long term goals of O.S.S.T.F. District 20 in accordance with its Bylaws on matters whose resolution is beyond the internal legislative power of O.S.S.T.F. District 20.

NOTE: Nothing in the policy statements shall be interpreted or executed in a manner which is contrary to any legislative enactment to which the O.S.S.T.F. is subject. No member of O.S.S.T.F. District 20 has the right to advocate the contravention of either District or Provincial Policy.

Section Two - Tenure

1. It is the policy of O.S.S.T.F. District 20 that Seniority shall be defined as the length of continuous service on a probationary or permanent contract with The Halton District School Board for the purpose of both surplus and redundancy.
2. It is the policy of O.S.S.T.F. District 20 Halton, that should any reduction of teaching staff be necessary in any year, no member of District 20 O.S.S.T.F. shall be declared redundant while there are non-teaching personnel employed in any schools provided such non-teaching personnel are employed within the P.T.R.
3. It is the policy of O.S.S.T.F. District 20 Halton that experienced applicants for teaching positions should not be refused employment because it would be more expensive for a board to hire them.
4. It is the policy of O.S.S.T.F. District 20 Halton that every member has a right to equal treatment with respect to assignment, mobility, tenure, conditions of work, leaves and remuneration, and professional development, without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status or handicap.

Section Three - Conditions of Work

1. It is the policy of O.S.S.T.F. District 20 that in the event that the Halton District School Board advertises for, or seeks to make appointments to newly created positions of responsibility in schools whose school organizational plan was not amended in accordance with the District Policy governing the procedures of review, the District Executive shall recommend to the members of O.S.S.T.F. District 20 Halton that they refrain from applying or accepting such positions, and further shall request the Provincial Executive to employ appropriate province-wide sanctions.
2. It is the policy of O.S.S.T.F. District 20 Halton that para-professionals be employed only as an “add on” feature and NOT included in the P.T.R. calculations in Halton County.
3. It is the policy of O.S.S.T.F. District 20 Halton to recommend to all staffs that the Branch President of that school be relieved of all supervisory-type duties that are at the discretion of the Principal and Staff.
4. It is the policy of O.S.S.T.F. District 20 Halton the teaching personnel should not be required to perform medical services in the schools of Halton for students needing medical services presently or formerly provided by nurses in the schools of Halton County.
5. It is the policy of O.S.S.T.F. District 20 Halton that all involvement of teachers in extra-curricular activities be on a voluntary basis only.
6. It is the policy of O.S.S.T.F. District 20 Halton, that economic consideration should not be the major criterion in deciding whether or not to continue the offering of optional and special courses.

Section 4 - Leave and Gratuity

1. It is the policy of O.S.S.T.F. District 20 Halton that leave plans such as deferred and sabbatical leave be available to members.

Section 5 - Professional Development and Education Policy

1. It is the policy of O.S.S.T.F. District 20 Halton that applicants for positions of responsibility be required to have qualifications in keeping with the Ministry of Education regulations for Positions of Responsibility.

2. It is the policy of O.S.S.T.F. District 20 Halton, that the school year consist of 185 instructional days only, inclusive of examination days, the remainder should be designated as professional activity or professional development days.
3. It is the policy of O.S.S.T.F. District 20 Halton, to support the use of a broad range of alternative forms of student evaluation.
4. It is the policy of O.S.S.T.F. District 20 Halton to strongly recommend that any decision to implement region-wide testing be considered only for subjects with core curricula and only where teachers of those subjects have been consulted.
5. It is the policy of O.S.S.T.F. District 20 Halton, to strongly oppose the use of test results either for the purpose of evaluating teacher, or for comparing schools or students.
6. It is the policy of O.S.S.T.F. District 20 Halton, that professional development should be an activity that is designed specifically for the personal and professional growth of teachers and will be an activity that is initiated by, planned by, implemented by, and evaluated by teachers and/or their elected or appointed representatives.
7. It is the policy of O.S.S.T.F. District 20 Halton, that professional activity days be clearly defined as days that are essential to the functioning of the educational system. Without limiting the following such activities may include parent-teacher interviews, program development, marking, promotion meetings. Such days are not to be considered professional development days.
8. It is the policy of O.S.S.T.F. District 20 Halton that members who enroll in Staff Development programs offered by the Halton Board of Education, should do so only on a voluntary basis.
9. It is the policy of O.S.S.T.F. District 20 Halton that any funding provided by the O.S.S.T.F. for participation of a member in the Staff Development programs offered by the Halton Board of Education, be administered according to the procedures approved by the District P.D. Committee and according to the guidelines approved by District Council.
10. It is the policy of O.S.S.T.F. District 20 Halton endorses in principle the OSSTF Policy Statements relating to Credit Integrity listed in the Credit Integrity Work Group Report to Provincial Council, April 27-28, 2007.

Section 6 - Political Action

It is the policy of OSSTF District 20 that political action be an ongoing priority for the District and its members and be organized by the District's Political Action Committee and monitored by the local Executive. Regional Political Action activities shall be consistent with policies and by-laws as articulated in the OSSTF handbook.

Section 7 - Educational Finance

1. It is the policy of O.S.S.T.F. District 20 Halton, that when a school is requested by the Board or Ministry of Education to provide new or extended programs to meet specifically identified student needs that these requests be supported by increased financial and personnel resources.
2. It is the policy of the Bargaining Unit that all fund-raising activities in our schools should have clear, specific objectives that are stated before the fund-raising activity occurs. All funds raised should honour those pre-stated objectives.
3. It is the policy of the Bargaining Unit that any participation by OSSTF members in fund-raising activities that benefit the school or organizations within the school is strictly voluntary. Members who are unduly pressured to participate in school-related fund-raising activities should contact their Branch President or the Federation office.
4. It is the policy of the Bargaining Unit that fund-raising activities that are organized through TAP/TAG groups or other classroom structures should be solely for the benefit of the community and should be of a charitable nature.

Section 8 - Superannuation

1. It is the policy of O.S.S.T.F. District 20 Halton to oppose mandatory retirement.