

January 16, 2018

Lamia Sabbagh  
OSSTF District 13 President  
601 Palace Street  
Whitby, ON L1N 6S5

Dear Lamia,

This letter summarizes conversations held at JERC between OSSTF and the DDSB. For clarity, it outlines how the Board intends on applying Article 10.06 for the duration of the 2014-2019 OSSTF Collective Agreement, when the parties might be able to formalize these arrangements through bargaining. This summary is provided on a without prejudice and precedent basis.

Article 10.06 states:

Summer School Procedure (without prejudice or precedent):

10.06

(b) Summer School

- (i) On a yearly basis each year Summer School Continuing Education Teacher shall be given the opportunity to indicate whether the Teacher is available for summer school for the following summer, and if so, the Teacher's preferred location.
- (ii) The Board shall give first consideration to Continuing Education Summer School Teachers who, in the previous year, taught the same summer school credit course.

The Board will apply 10.06 in accordance with the following:

1. Library/IT positions: The location of the host school will take precedence over who held the position last in order for library/IT resources to be available to summer school teachers/students.

Ex: If Ajax HS is hosting summer school, the Ajax librarian/IT teacher has first consideration for the posting.

2. Location preference: This will ordinarily be geographically defined by Municipality (e.g. Pickering, Ajax, etc.).



Ex: If a teacher taught at Maxwell last year, the location preference could be Oshawa. If no jobs there then they look to another region.

3. Seniority Hiring: If there are fewer sections than the previous year, jobs will be offered based on seniority. Seniority will be specific for Continuing Education summer school teachers – Tiebreaker: Years teaching the course; total years teaching at Continuing Education Summer School. Data will be collected for the past 5 or 10 years (Dave Sasseville to investigate how far back the data goes). The principal of Con Ed is responsible for collected seniority lists for summer school and sharing with Operations/Union.

Ex: 18 sections of ENG4U one year then 16 sections of ENG4U the following year. Seniority hiring.

4. Applying for postings: Teachers will apply to summer school postings through Apply to Ed but do not need to go through an interview process if they have taught the course before.
5. Medical or maternity leave: Someone who has the right of first refusal to a course but is not able to teach due to medical issues or on a mat leave does not lose their right of first refusal if medical documentation is provided through Disability Management. The person replacing them is then also considered for first refusal the following year but will be on the bottom of the list in terms of seniority for that course. **A teacher who is approved for medical or maternity leave will add one year of seniority for the year that they are on approved medical or maternity leave.**

In addition, the Board can also clarify the applicability of Article 10 to Continuing Education guidance counselors. For the purposes of interpreting the 2014-19 Collective Agreement between the DDSB and OSSTF, District 13, the parties acknowledge the following:

1. The definition of a Continuing Education Teacher under Article 10 of the Collective Agreement includes a teacher working as a guidance counsellor at Durham Continuing Education.
2. For clarity, Article 10.06 applies to a teacher working as a guidance counsellor at Durham Continuing Education.

Thank you,



Mark Fisher  
Superintendent of Operations

MF/dl



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