

I have been surplus!! What does that mean?

I have been declared surplus, what does that mean?

It means that, because of a reduction in student population or student's course selections, there is not an available teaching position for you in your subject area in your present school based on current numbers. Unless the current situation changes, it means your there is no job for you in your current school.

How did I get surplus?

You have a locally elected staffing committee (LSSAC) that should have reviewed staffing for a tentative model for your school for next year. They make recommendations to the principal who must make possible surplus declarations by April 15th. In determining who is surplus they refer to article 5.06 (http://tsuoecta.org/TSU_Collective_Agreement-2008-2012.pdf) and they use the following criteria **in this order**:

- (c) For the purposes of being declared surplus to a secondary school, the following criteria shall be considered:
 - (i) the least number of years of **experience** of a teacher within the secondary school panel which shall be the length of time from the commencement of such teacher's most recent employment in secondary schools/workplaces;
 - (ii) the **qualifications** as registered on the teacher's Certificate of Qualifications;
 - (iii) **previous teaching experience in the available subject areas.**

What happens to me now?

From P. 19 of the Collective Agreement (Please note (d)) the process is as follows:

- 7.07
- (a) Teachers who are determined to be surplus to a school's staffing model shall be given written notice thereof by April 15 of the school year.
 - (b) Teachers who are declared surplus shall immediately be placed in the hiring pool for all open positions for which they are qualified.
 - (c) Any teachers who have been declared surplus and who were not previously placed will be placed in an open position by May 31.
 - (d) **Teachers declared surplus shall have first right of refusal, in order of seniority, for a vacancy for which they hold qualifications, that arises prior to May 31, in the school from which they were declared surplus.**
 - (e) In the case of a secondary school closure, the SSSAC will outline a process, taking into consideration the guidelines in Appendix **K**, whereby the surplus teachers in the closing school will be placed.

Whose responsible to find out if there is a position for me?

Both you and the superintendent play a role in you finding any open position for placement in a school.

Important Dates for finding Open Positions

Open Positions

Article 7.08

(a)

A list of open positions available for Semester/Term Two shall be posted electronically during the first full week in January. Teachers may submit their applications for such open positions by the third Friday of January.

(b) *(Note: relevant to surplus teachers)*

(i) Open positions in a school's staffing model for the following school year shall be determined by April 15 in accordance with Article 5.06. A list of these open positions shall be forwarded immediately to the Superintendent of Education.

(ii) The list of open positions will be posted electronically by April 21.

(iii) Teachers may submit their applications for any open positions for which they hold qualifications until April 29. All surplus teachers will have their applications submitted by the Board. Interviews for open positions may begin on April 29.

(iv) By May 10, the Board will produce and post electronically an updated list of open positions to be posted on school/workplace bulletin board.

(v) Teachers may submit their applications for any open positions on the updated list until May 17. All surplus teachers will have their applications submitted by the Board. Interviews for open positions may begin on May 17.

(vi) By May 31, the Board shall hold a meeting of all Secondary School Principals and Superintendents, with the TSU-OECTA President or designate present in an observer status, **in order to place all the remaining surplus teachers, teachers returning from leave, and, if possible, teachers requesting open transfers.**

(vii) By June 7, the Board will produce an updated list of open positions. All teachers may submit applications. The Board may place newly hired teachers into any remaining open positions provided that the Board has placed all surplus teachers and teachers returning from leave.

(viii) By June 23, the Board shall produce an updated list of all open positions. All teachers may submit applications.