

LAST BUT NOT LEAST...

The ABC's of the Spring Staffing Process...

This April, the Teachers of Simcoe County will have the opportunity to participate in a new staffing process which should facilitate more movement throughout the Board. In the previous three rounds of negotiations, increased ability to move, and recognition of seniority rights have consistently been high priorities on the surveys. It is my belief that this new process will allow both to happen. The Spring Staffing Process is divided into two separate and unique processes - the Teacher Initiated One to One Transfer and Postings.

Teacher Initiated One to One Transfer - In the Teacher Initiated One to One Transfer Process, Teachers will have the unprecedented ability to determine their own working conditions in terms of assignment and location. Teachers will have the opportunity to "trade" their current teaching assignments with other Teachers and have personal control on not only where they will be teaching but what they will be teaching for the following school year.

- On or before March 12, 2010 Principals must give teaching staff their tentative teaching assignments for September 2010.
- From March 15th-31st - applications for One to One Transfers and Contract. Increases will be on the Board/Staff website.
- Monday, April 19th - the master list of all Teachers wishing to participate in the One to One Transfer will be published.
- List includes - name, qualifications, current school, tentative assignment, schools you wish to transfer to and desired positions.
- List will be reposted every Monday for seven weeks.
- Teachers monitor the list and contact, **via Board email only (strictly enforced)**, Teachers they have been matched with based on the schools and desired teaching assignments listed when they registered. You are only allowed to trade with someone



Mark Buff
Chief Negotiator

at a school you selected in a grade assignment you selected.

- Once you have selected a potential trade, you will send a request to that Teacher - they will have the option to accept or reject your offer. If they accept, a response will be returned to you and you will have the option to accept or reject.
- Once the Trade has been accepted by both Teachers, each teacher will sign an acceptance form that they downloaded and the two signed forms are forwarded to Human Resource Services - no administration approval is required.

- Once you have made a transfer you are no longer eligible for further trades or postings.

Spring Staffing Postings - The Posting Process is very different during the Spring Staffing Process. An administrator must select a successful candidate for the posting from among the five most senior applicants.

- Postings are available to all contract Teachers (including school declared) that are not county declared.
- There will be no contract increases at this time.
- By the second Monday in April, the first list of available teaching positions will be posted for September.
- If you have a Right of Recall to a school that has a posting for which you are qualified, you must contact the principal prior to the closing of the posting to evoke your Right of Recall.
- Teachers will have 2 days to apply to any desired postings through Apply to Education (you must register and include a cover letter and resume).
- Principals will then select the successful candidate from among the 5 most senior applicants and notify the successful Teacher.
- Postings should be filled within 1 week and must be filled within 2 weeks.
- Revised lists (based on the previous week's movement) will be posted every Monday for a total of 8 postings.
- Successful candidates are no longer permitted to apply for future postings or participate in the one to one transfer.

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chalk talk

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Joy Kovacs

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*SCETF
Executive*

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Simcoe County
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249 Saunders Rd.
Unit #3
Barrie, ON
L4N 9A3

Tel: (705) 728-2888
Fax: (705) 739-1269

contact@scetf.org
(re: *chalk talk*)

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The Spring Staffing Process is truly a unique process. No other Teacher group has as much potential ability to decide where and what they will be teaching in the next school year. With so much capability to move and change work locations we encourage all members to put their name forward for the One to One Teacher Initiated Transfer. While you may be perfectly content in your current placement you never know when that perfect job at your dream school will present itself. The Spring Staffing Process will not guarantee movement but it does provide opportunities that the Teachers of Simcoe County have never experienced before.

If you have further questions, contact the SCETF Office at 728-2888. Each Steward will also have a copy of the power point presentation used at

the 7 Regional Update Meetings held throughout the county.

REGIONAL UPDATE MEETINGS

The Spring Staffing Process

A detailed overview of the new Spring Staffing Process.

Question and Answer Period.

Meetings are open to all interested SCETF Members.

Attend the meeting location most convenient for you.

Time: 4:15 p.m. – 5:30 p.m.

Locations and Dates:

February 10th – Regent Park, Orillia

February 17th – Admiral Collingwood, Collingwood

March 2nd – SCETF Office, Barrie

March 3rd – Fieldcrest, Bradford

March 4th – SCETF Office, Barrie

March 8th – Clearview Meadows, Stayner

March 10th – Bayview, Midland