

WORKING CONDITIONS OF TEACHERS

The Seven Oaks School Division believes that optimal working situations for teachers contribute to optimal educational situations for their students. While the Board of Trustees recognizes that not all conditions of the teaching situations can be achieved to the satisfaction of all involved, every attempt must be made to ensure conditions reasonable and beneficial to the education of students. To that end the Board believes that the working conditions of teachers must be governed by the relationships and principles contained herein.

RELATIONSHIPS

The Superintendent is responsible for ensuring the best possible working conditions for teachers within the fiscal and policy framework established by the Board. The Superintendent must report to the Board regularly concerns of principals and/or teachers in regard to both general and specific working conditions of teachers for the purpose of determining Board aspirations and wishes regarding said working conditions.

Principals are responsible for ensuring the best possible working conditions for teachers within the staffing allotment for that school and the educational needs of the students. It is principals' responsibility to inform the Superintendents' Team of concerns regarding working conditions which arise from time to time and to indicate how they are responding to same.

Teachers are responsible for using their expertise, time and resources to the best possible advantage for the education of their students. Teachers remain responsible for discussing with principals ways and means of creating the best possible working conditions.

All staff is to be guided by the governing principles listed below.

PRINCIPLES

In allocating staff and resources all parties (the Board, Superintendents and Principals) responsible for such allocation shall endeavour to divide responsibilities fairly and equitably among staff and shall pay due regard to considerations of:

- (i) preparation time;
- (ii) class size;
- (iii) class composition;
- (iv) other duties;
- (v) facilities; and
- (vi) safety.

REVISIONS

Revisions to this policy shall only be made following prior consultation with the Advisory Committee.