



# Frequently Asked Questions About the New STPDL Policy

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## *1. What are the reasons for changing this policy?*

We are funded at the levels we had for STPDL in 1986, or \$100 per full-time equivalent teacher (FTE) per year. One of our overriding principles as a federation is that we treat members as equitably as possible. Under the present system, some schools, usually older ones, have accrued accumulated funds which give generous STPDL entitlements to their teachers; conversely, some newer schools, or schools with a great demand for STPDL, have no accumulated funds at all. Some schools have run out of money as early as November of a school year. This means that, for example, one Peel school may have as much as 500% more to spend on STPDL per person than another school. The new policy is designed to give all Peel teachers the same access to the available funds no matter where they're located.

## *2. Why are we changing this policy when it worked well at our school?*

At some schools it did work well but at other schools STPDL representatives had a very difficult time if they rejected a claim that was out of line with the branch STPDL policy. Sometimes principals exerted inappropriate influence over STPDL choices. And sometimes whether a request was granted depended on from which school the teacher was applying. The same PD request would be granted at one place but denied at another. The new policy will ensure that the same criteria are applied to everyone and administered according to OSSTF policy, not Board priorities.

## *3. But we've made PD sacrifices at our school, shouldn't we get the money for STPDL?*

You will still be able to apply for STPDL. Remember, under the old system if you had accepted a new job at a school with no accumulated funds, you'd have had little access to STPDL funds even though you'd made sacrifices at another site. This way, you'll be able to apply no matter where you are; nor will teachers who work at newer schools be penalised because they haven't had time to accrue funds at that branch. And the big new schools which generate a lot of funds under the formula will be sharing the funds with smaller schools.

## *4. How will it work?*

You won't notice much change at the work site. You'll get a form, fill it in and submit it to the principal. When the principal has signed it and returned it to you, send it through the Board courier to the STPDL Co-ordinator at the District 19 Office. The form will be returned to you as quickly as possible. After you've attended the event and received a receipt, send the approved form and receipt to Mary Cook in the Finance Department at the Board for payment.

*5. Are there any safeguards to make sure that the policy really is applied fairly?*

Yes. There will be a monitoring committee to make sure that the policy is applied according to its published principles. This committee will be elected by and report to the STPDL Committee of branch representatives. The STPDL Committee will also have the power to amend its terms of reference annually as it sees what's working well and what needs improvement.

*6. What if we spend all our STPDL funds?*

The fund is renewed after 30<sup>th</sup> September each year as laid out in our Collective Agreement (see 1 above). If we spend all our STPDL funds it would make a compelling case for the Board to fund PD at a higher level.

*7. Won't this be a lot of extra work for people at the District Office?*

Yes. We believe it is worth doing the extra work to ensure equity for all our members. We're confident that the Chief Negotiator and Vice-President will be able to handle the extra workload but we'll have to see how it actually works out.

*8. What if this policy turns out to be worse than the old one?*

OSSTF and the Board will evaluate the new STPDL procedure by October 31, 2011 and can make recommendations to continue the new procedure, adjust it for improvement or to return to a school-based STPDL process.

*9. Are there more details about this STPDL policy?*

The STPDL reps in the schools will have copies of the detailed policy document available for members to study.