

OSSTF Limestone District 27

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To: Teachers' Bargaining Unit
From: John Vince, District and Teachers' Bargaining Unit President
Re: **Regulation 274**
Date: November 15, 2013

Dear Members,

As part of the MoU, all Boards are required to follow Regulation 274 with respect to hiring Long Term Occasional (LTO) and Contract positions. This aspect of the MoU was imposed on OSSTF members, and is not something that we crafted or requested. However, OSSTF is working now to influence changes in the legislation that will better serve our members.

Recently, some "Questions & Answers" were sent out to all Occasional Teacher (OT) members. This document is also available on-line and will be posted on our new website: <http://www.osstf.on.ca/reg-274-info>

The process outlined by Regulation 274:

1. An OT seniority-based Roster will be established and will include anyone who has completed occasional teaching work either on a daily or long-term basis
2. Boards will create an LTO list of those OTs eligible for LTO positions from the OT Roster. To create this list, the Board must interview ALL interested OTs who have been on the Roster for 10 months AND who have worked at least 20 days in any of the previous 5 years.
3. When a **Contract position** is available it is filled in the following order:
 - a. Offered to redundant Teachers
 - b. Offered to one of the 5 most senior and qualified OTs from the LTO List who have completed a 4 month LTO and who have no unsatisfactory evaluation.
4. When an **LTO position** is available it is filled in the following order:
 - a. Offered to redundant teachers
 - b. Offered to one of the 5 most senior and qualified OTs from the LTO List.
 - c. Offered to qualified OTs on the LTO List
 - d. Offered to qualified OTs on the Board's Roster

Where we are in the LDSB...

- ➔ The Board HAS created an OT Seniority List (roster). This is available online in the Secondary OT Conference on FirstClass.

- ➔ The Board has NOT yet called for applicants to the LTO List. They intend to begin this process SOON after the December Break.
- ➔ The Board does not have a threshold size for the LTO List. They have stated that anyone who applies and meets their minimum criterion will be placed on the LTO List.
- ➔ The Board has agreed with us that our Collective Agreement indicates that part time teachers be considered first in gaining entitlement. Specifically, this means that when a contract position is posted, any teacher with at least 1/6 entitlement who applies will be considered BEFORE applicants from LTO List. For further clarification, this means that any contract teacher with at least 1/6 entitlement does not have to apply to the LTO List in order to subsequently apply for either LTO or Contract positions. For example, two contract sections of science are posted: three qualified individuals apply, one who has 1/6 entitlement and two who have no entitlement, but are on the LTO List. The Board will interview the 1/6 teacher and barring an unsuccessful interview, will hire that individual.

The Elementary Experience

The Board has gone through this process with the Elementary OTs. I have spoken to the ETFO-OT President, Ken Gee, about this process. In the Elementary case, any OT who was interested could apply to be on the LTO List. Every OT that applied was asked to go through an interview process (which in their case comprised three parts: a 30 minute written assignment, a presentation to a pre-assigned question, and a 30 minute interview). Approximately half of the 100+ candidates that were interviewed were subsequently successful in being placed on the LTO List.

Next Steps

I'm sure you have many more questions upon reading this monograph. Please feel free to contact me and I will try to answer them. I will be sending out more information when we hear more. I am sorry for any anxiety this has created in what is already a very difficult year for staffing.

Yours in Solidarity,

John