

2009 - 2010

O.T. INFORMATION BULLETIN




HALTON
O.E.C.T.A.
OCCASIONAL
TEACHERS



....BECAUSE WE GIVE A HOOT ABOUT KIDS.....

ONTARIO ENGLISH
Catholic Teachers
ASSOCIATION



Richard Brock
President

www.haltonoecta.com

Halton Elementary Unit richardbrock@sympatico.ca
1182 Blair Rd. Office: (905) 335-6660
Burlington, Ont. Fax: (905) 335-6684
L7M 1K9 Cell: (905) 719-0088

OCCASIONAL TEACHERS
~ LABOUR MANAGEMENT MINUTES ~
-MAY 20, 2009 -

SEPTEMBER 29, 2009

#1

....FROM THE DESK OF YOUR PRESIDENT: RICHARD BROCK...

Halton Catholic District School Board
Labour Management Committee Meeting Minutes
Occasional Teachers
May 20, 2009 at 2:00 p.m.

For the Board

J. O'Hara
S. Strong
C. Tobin
J. Dunn

For the Union

K. Boyd
R. Brock
F. Springer

- Meeting opened with a prayer
- Minutes from April 24, 2008 meeting were distributed - as information no representatives were present at April 24, 2008 meeting.
- Agenda approved with amendments

1. Smart Find System:

- Union requested a "status" update on the relative success of the system and some information on how jobs are being filled.
- Board indicated that our interest is our fill rates for jobs and in terms of our hybrid system, internet and phone, our fill rates have never been better.
- The Board's system allows for everyone to have an opportunity to get work - it is a process of random selection.
- Board provided fill statistics: (Teaching Stats only)
 - 2007/2008
 - 37.91% of positions were filled by the system calling out
 - 6.96% of positions were filled by the sub calling into the system
 - 51.49% of positions were filled by the sub searching on the web
 - 3.64% of positions were either prearranged or admin assigned.
 - 2008/2009
 - 35.24% of positions filled by the system calling out
 - 4.64% of positions filled by the sub calling into the system
 - 57.36% of positions were filled by the sub searching on the web
 - 2.76% of positions were either prearranged or admin assigned.

2. O.T. Cap

- Union indicated that the Board's O.T. list is 625 and rising, therefore creating an issue of more people with less work - proposed a cap on the number of occasional teachers on the list and therefore creating more work for the current occasional teachers.
- Board indicated that this language in the collective agreement has been suspended for four (4) rounds of bargaining - approx. 50% of the people on the Occasional teacher list are with other Boards and are not available on a regular basis - approximately 600 on the list, however 150 people at one time can be on LTO as well.
- Board responded that in general, jobs are being filled - it is becoming increasingly harder to fill vacancies in the North - the Board is not actively adding to the Occasional teacher list - however with difficult to fill jobs - we still need more secondary Occasional teachers, French qualified and specific target areas - the Board is always monitoring our list of those who accept and those who are limiting themselves to certain jobs, or geographic areas.

3. 2007/2008 Statistics

- Union requests statistics to report back to general membership - statistics will help Keith and Richard for budgetary reasons - FTE equivalents of LTO assignments and how many people in positions.
- Board provided on the number of vacancies:
 - School Year 2007/2008 Positions Available
 - Elementary 11,105 days
 - Secondary 4,858.50 days
 - School Year 2008/2009 Positions Available
 - Elementary 9,862.50 days
 - Secondary 4,666 days

4. Beginning Teachers vs. Retired Teachers - LTO positions

- Union inquired about focusing our LTO assignments on new teachers because there is a greater opportunity to create seasoned teachers.
- Board responded that as an employer we do not discriminate based on age - we fill our vacancies based on qualifications - statistics of LTO assignments
 - Elementary 174 LTO positions with 11 retirees
 - Secondary 83 LTO positions with 8 retirees
- Board responded that we already have difficulty filling LTO positions such as SERT's and French - want to fill positions with teachers who are experienced rather than having to train someone new for a short time.

5. Universal Availability of Jobs after 7:00 a.m.

- Union unfamiliar with the system after 7:00 a.m.
- The system commences call out at 6:00 a.m. each morning and continues to call out on vacant positions until 30% of the position has lapsed. There is no time designated in the system where it will stop calling out (i.e. 7:00 a.m. or 8:30 a.m.)
- For vacancies entered after the start of the day, the system will call out until 30% of the position has lapsed.
- In the evening the system will call out from 6:00 p.m. to 10:45 p.m.
- The system will pause calling out on a job if it has tried 25 substitutes (it will go back to it after it has tried to fill other vacant jobs)
- There is no limit on the number of calls it will make until the position is filled.

6. Photocopy numbers available to O.T's

- Board responded that if the regular classroom teacher does not leave the number for the photocopier, then the Occasional Teacher is to go to the front office for photocopying.

7. Phys. Ed & Tech "opt out" list

- Union raised the issue where Occasional Teachers were not comfortable with the assignment and the potential for the work to be reassigned.
- Board responded that if one is not comfortable with an assignment, then they shouldn't accept the job. The Board will address the issue at the Principal/Vice Principal meeting again
- If assignment is only seat work, then there should not be a problem in supervising, however, if an Occasional Teacher is given an on-call that they are uncomfortable with they should approach the Principal or Vice Principal, explain their discomfort and ask for a reassignment.
- Board indicated that the Principal/Vice principals should know how to juggle and massage this issue.

8. Bi-annual reminder to teachers to have folders in mail boxes that include;

- a) Class list;
- b) Seating plan;
- c) Emergency lesson plan

- Union - more of a reminder than an issue - especially regarding the seating plan
- Board will address this issue at the Principal/Vice Principal meeting again

9. Information Guide

- Union indicated that no hard copy of information was given to Occasional Teachers.
- Board - moving toward a paperless initiative and this information is located on the internet this issue was discussed during bargaining and formed a letter of understanding. A hard copy was given to all new Occasional teachers this year (2008) but will not in the upcoming year (2009)
- The Board confirmed that a hard copy was given to all new Occasional Teachers this year (2008) but this will not be occurring in 2009.
- The Board provided a copy of the package mailed to Occasional teachers to the Union.

Meeting Adjourned