

**Memo #20**

Date: April 22, 2022

To: Simcoe Muskoka Catholic Elementary Teachers

Re: **Staffing Information; Occasional Teacher Shortages; OTIP News/Information**

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**Staffing Information**

As an update to Memo #19, the first round of posting of vacancies has been posted and will be closing by the end of the workday on April 25th.

Teachers Declared Surplus/Teachers Applying for a Transfer:

Teachers declared surplus (not interim surplus or redundant) and those looking to move work locations are able to apply during this round. Round One is posting specific, which means only the posted positions will be filled in this round. Any vacancies created by a transfer will not be available in this round, but instead be held until Round Two (teachers with recall rights will need to be contacted before any postings are created).

The three most senior applicants - who are also fully qualified at the time of the posting - will receive an "interview" for the position. The principal will choose one of the three. Accepting the interview is acceptance of you moving to that position.

Accepting a transfer in Round One precludes you from applying for a transfer in Round Two.

Teachers Declared Interim Surplus:

Teachers declared Interim Surplus will be provided a list of remaining jobs - once Round Two positions are finalized - and they will be placed in the remaining vacancies based on seniority and qualifications. The Board provided a link to a virtual meeting for teachers declared interim surplus and/or redundant on April 26th. At this meeting information will be provided about the process for those declared interim surplus, and an opportunity for questions and answers. Members of the Board - Human Resources Department - along with OECTA Simcoe Muskoka Elementary will be present.

Teachers Declared Redundant:

Teachers declared redundant will have - if available - an opportunity at any remaining positions (after Interim Surplus are placed) based on seniority, qualifications, before any new hires, increase in part-time or cross panel transfers. If there are no permanent positions, teachers declared redundant will have the first opportunity at Long-Term Occasional positions. The Board provided a link to a virtual meeting for teachers declared interim surplus and/or redundant on April 26th. At this meeting information will be provided about the process for those declared interim surplus, and an opportunity for questions and answers. Members of the Board - Human Resources Department - along with OECTA Simcoe Muskoka Elementary will be present.

Cross Panel Transfers:

Teachers thinking about moving panels (elementary to secondary) will not have that opportunity this year, as the secondary panel has redundancies and as a result no Cross Panel Transfers are available. Therefore, any secondary postings are for secondary teachers. Hopefully, next year the ability to apply for a Cross Panel Transfer will be available.

## Round Two:

Round Two will be posted in early June, and teachers declared surplus and those wishing to move to a new work location (that did not receive a transfer in Round One) are able to apply. As well, teachers will be able to apply for “open” positions - positions that are created by the result of a teacher transferring to a new school, and after recall rights are exhausted. So if you are interested in applying to a specific school, but without a current posted opening, you may still apply with the hopes that a position may open up.

The most senior (and fully qualified at the time of posting) will be given the position - no interview.

We do not have a ranking system for transfers; therefore you will need to be ready to move to any position you are more senior and fully qualified that you have applied to in either round. There isn't an email or call asking for which job you would prefer.

Accepting a transfer in Round One precludes you from applying for a transfer in Round Two.

## **Occasional Teacher Shortages**

The Unit Office is aware of the overwhelming issue of schools having an inability to continually fill teacher absence (and other staff absences). Many schools are even having the inability to obtain unqualified individuals, and other schools are not consistently using unqualified individuals.

The end result is we have teachers being reassigned on a daily basis, and/or teachers not having the preparation/planning period for days and/or weeks on end. Please continue to document missed prep with your administration (depending on how your school does this), as well as in a personal document that you keep track of your own missed preparation time. OECTA Simcoe Muskoka Elementary has filed a grievance - based on the Board's inability to pay back missed preparation/planning time within the contractual 30 days. We also filed a grievance on the Board's use of January 3rd and 4th as a method of pay back of missed prep. Both situations have resulted in OECTA winning the grievance, but the resolution of the grievance is the hard part. How do we get teachers/individuals in the work locations to pay back missed preparation and planning time, when there doesn't seem to be enough occasional teachers for existing vacant jobs. (Which we know may not be totally factual, based on some individual school circumstances).

We are in discussions with the Board about possible solutions, and have a date set with the Mediator/Arbitrator to review and discuss a possible solution.

The question that is constantly asked is: How can the Board just violate the Collective Agreement, and nothing happen to them? The answer is: we have the grievance process to address and hold the Board accountable. There isn't a quick and immediate fix.

Lacking a Collective Agreement, or anything outside the Collective Agreement, we would have a much harder path to any resolution.

Thankfully, through years of negotiation/bargaining, we have contract language on missed preparation and planning time in our Collective Agreement (some units do not). Unfortunately, the grievance process and coming to an agreeable resolution is not always quick and will not provide immediate support to those experiencing daily/weekly loss of preparation and planning time. We will continue to work on your behalf until a mediated resolution can be reached.

## **OTIP News/Information**

### **I'm moving: what should I do about my home insurance policy?**

Take a look at the moving and home insurance frequently asked questions inside so that you can look forward to making memories in your new home, confident that you have the coverage you need.

Read more at [www.otip.com/article140](http://www.otip.com/article140).

## **Spring is in the air – Road trip!**

Ontario is a big province with lots to offer—from beautiful nature scenes to bustling city centres. Check out these Ontario road trip ideas that guarantee fun for all ages.

Read more at [www.otip.com/article141](http://www.otip.com/article141).

## **Will a speed camera ticket make my insurance rate go up?**

You arrive home after a long day of work and check your mailbox. Inside, you find a ticket from a speed camera with a photo of your vehicle driving above the posted limit. Let's address some commonly asked questions about speed camera tickets.

Read more at [www.otip.com/article142](http://www.otip.com/article142).

**If you have any concerns, please contact the Unit office at 705-733-9625 or 1 800 558 4815**