



## SFE Callout



Recently the employer decided to eliminate the option of requesting specific TTOCs in SFE for at least the remainder of this school year. There were multiple reasons why this came about, but essentially the district does not want to open itself up to a potential complaint around unfair hiring practices.

Since this decision was made, the KLTF (NDTA & CVTA) have met several times with the employer to discuss this topic. We stressed the importance of having the same TTOC for absences that span multiple days, even if those absences are created on a day-by-day basis. We also emphasized the importance to TTOCs of having priority to be called for jobs in their own community. For example, TTOCs in Salmo should receive priority for assignments in Salmo. The employer assured the union that there are processes in place for this to occur as much as possible.

The KLTF also pointed out the importance of not only having the teaching areas of TTOCs identified accurately, but that contract teachers' subject area(s) must also be kept current. When a math teacher is absent, we want SFE to look for a TTOC who has math as a teaching area (and not English because that's what the

absent teacher taught 2 years ago!).

I received a significant amount of feedback from members regarding these changes. This feedback helped me convince the superintendent and HR that additional changes were needed.

In principle, it was agreed that PVPs should have the authority to request TTOCs by name under limited circumstances. If a teacher approaches a principal to request a TTOC, the request should be honoured if it is for educationally sound reasons such as:

1. The teacher teaches specialty courses that need specialized training and/or knowledge (For example: French immersion, ADST, music, learning support, senior math/science courses, etc)
2. The TTOC being requested has familiarity with the teacher's routines, students, etc. and has the appropriate credentials.
3. The teacher's absence is extended

Hopefully this will address the concerns members have brought up. The district is currently consulting with the union regarding communicating this new process to PVPs. As a result, this may not be implemented immediately, but it should be soon.

Finally, the employer has recognized that having jobs posted during the workday can be problematic for those who are working at the time. Consequently, postings of absences for jobs will not be published during the school day, but rather will have a similar "window" as callouts. I.e., jobs will begin being published at 4:00 pm and 6 am. Again, the timeline for implementing this change was unclear.



## Teaching Intentions

For the last several years, during the month or so before spring break, many members of schools' teaching staff have been asked by the employer about their intentions for the following school year. A couple of years ago, principals even provided a district form entitled "*Teacher and Administrator Plans/Requests for 2021/2022 Preliminary - Not Binding*". While the NDTA understands and appreciates that the district wants to start planning for next year, there are some potential problems associated with this sort of request/form. As a result, we want to point out that **members are not required to complete or submit these forms.**

## Transfers:

The only transfer language in our Collective Agreement is with respect to Board Initiated Transfers. Generally, when teachers want to transfer from one site to another, they are advised to apply for postings through Make A Future as would any external candidate.

Indicating on the district form that you would like a transfer (even when no opportunities may be available) can serve to tell your current principal that you are not happy at your current site and are probably looking for a job elsewhere.

Although the title of the form states "Not Binding," transfers in the past have sometimes been made without any discussion or consultation with the teacher. Unfortunately, some transfers have happened without taking into account the teacher's areas of experience and training. As a result, some teachers found themselves in assignment well beyond their comfort level. We even had one situation where the employer transferred a teacher in the absence of an official request based solely on the principal of the school suggesting that the teacher wanted to transfer.

From the NDTA's perspective, since some transfers were granted and others were not, it seems that the "Not Binding" sentiment was speaking to the obligations of the employer.

If you are interested in a transfer, we suggest that you contact the HR department directly and copy the union so that we can advocate on your behalf and ensure that clear communication happens.

## Personal Leaves:

Last year, a district form specified that applications for Leaves of Absence for next year should be made by March 31. However, Article G.21.17 of the Collective Agreement only requires you to apply by March 31 if you are applying for an entire year of **FULL PERSONAL LEAVE** from your current position. Conversely, Article C.22.1 provides a mechanism for full-time members to apply for a **PARTIAL LEAVE** without the same date restriction.

Full Personal Leaves of Absence for only part of the next school year are not dealt with in the Collective Agreement. This means that it is at the discretion of the employer to approve (or not) this kind of leave. For this reason, if you are contemplating this kind of leave, you would still be well advised to apply for it by March 31 as specified on the district form, or as soon as possible.

If you find yourself needing to take a leave for any reason mid-year, please contact the union to advocate on your behalf.





## Retirement

With respect to resignations (and retirements), Article C.1 specifies that employees should provide the employer with 30 days written notice. A couple of years ago (in early March of that year), a member mentioned to their principal that they were thinking of retiring. During spring break, that member's job was posted on Make A Future. Suddenly, that member felt obligated to retire - the employer was preparing to hire someone else to do their job, and colleagues were expressing to the member and to their principal that they were interested in teaching their courses. Although that member had not officially notified the district that they were going to retire, and they had every right to change their mind and continue in their career, they felt overwhelming pressure to retire. This is not an isolated case - it happens almost every year, and this is why the NDTA recommends that notices of resignation/retirement generally not be given until May 31 unless you are absolutely sure that you intend to retire.



## Mental Health Supports

Since the pandemic, there has been a rise in mental health concerns in all areas of society. We have noticed an increase in classroom challenges and an increase in members who report that they are struggling. The following are some supports that you may find useful.

[Supporting Student Health Guide: Elementary](#)

[Supporting Student Health Guide: Secondary](#)

[Wellness Together Canada](#)

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NDTA Office: 102-518 Lake Street, Nelson, BC V1L 4C6  
Phone: 250-354-9693  
www.ndta.ca - Also, like our Facebook page or follow us on Twitter

## Key Dates

Date Time	Event
March 3	NDTA Social for all teachers
March 6	EC Meeting
March 8	International Women's Day
March 14	Board Meeting
BCTF AGM	March 18-21
March 31	Last day to request personal leaves for 2023/24 school year



## LOU TTOC Hiring

One frustration for TTOCs in SD8 has been that fact that they are laid-off each June and then have to reapply and interview to go back on the TTOC list in September. Since becoming president, this has been an ongoing conversation with HR. Aside from the time and resources this process takes each year, I argued that the district loses TTOCs who are tired of jumping through hoops and find it easier to seek employment in neighbouring districts. Through many discussions, we have finally come to an agreement and on February 24th signed a letter of understanding which will hopefully simplify this process.

The terms of this letter are as follows:

Teachers in their first two years as a TTOC will go through the full interview/screening process.

TTOCs who have been with the district for more than two years, will apply through the Make a Future posting to inform the district that they have this experience. (They may simply upload a document stating their experience and that the district has their information on file). The district will confirm and put these teachers on the TTOC list. They will not need to go through the interview process.

Part-time teachers will be given the option to be placed on the TTOC list and will remain on the TTOC list for the remainder of the school year. No interview will be required other than what was required for their respective part-time position.

New TTOCs to the district who have at least four years of full-time teaching experience and succeed in obtaining a term position of at least 0.5 FTE for a minimum of five months in their first year of employment with SD8 and obtain a satisfactory standing through the evaluation process, will not be required to go through the interview process to remain on the TTOC list the following year. Like teachers with more

than two years of experience, they simply need to apply to the annual Make a Future posting.

Upon retirement from SD8, teachers can ask to be placed on the TTOC list immediately (for those retiring mid-year). For teachers who retire at the end of the year, they will need to apply to the TTOC posting for the following year, but they will not need to go through the interview process.

The terms of this LOU will be in place for a period of one year at which time the parties will review the terms and may renew for the following year.

## NDTA Bursary/Scholarship

### Applications

Applications for bursaries or scholarships awarded by the NDTA need to be in by April 30th. The bursary/scholarship application package can be found [HERE](#). Our scholarship committee will meet after this date to choose the successful candidates. If you know anyone who is graduating who you think would be a good candidate, please pass on the application information.

