

**MEMORANDUM**

2013-2014: 47

TO: Elementary Principals  
Elementary Vice-principals

FROM: Janis Medysky  
Associate Director

SUBJECT **ETFO OCCASIONAL TEACHERS' BARGAINING SUMMARY**

**Background**

The Elementary Teacher's Federation of Ontario (Occasional Teachers' Local – Simcoe County) (ETFO) is the bargaining unit for occasional elementary school teachers. There are approximately 899 teachers in this bargaining unit.

The board and the union met on six (6) occasions beginning June 14, 2012. A final tentative agreement was reached on June 27, 2013.

**Current**

As a result of local negotiations, the following changes have been agreed upon:

1. Discipline to remain on file for 3 years – previously 5 years.
2. Elimination of the supplemental list of retired teachers – one main list only.
3. If teacher is not in good standing due to non-payment of fees they will be suspended from the list. Removed from the list completely if they are not in good standing within 30 days (previously 60 days).
4. Provide a minimum of 24 hours notice when cancelling an assignment in order to accept another assignment for that day.
5. If an assignment is cancelled in SCARRI at least 75 minutes before the start of the assignment the teacher will not be paid. If cancelled with less than 75 minutes notice, the teacher shall be paid and shall be assigned appropriate professional duties.
6. Credited with 8 hours per day (was previously 7) for EI purposes.
7. LTO teachers are expected to attend all P.A. days pro-rated to their FTE (previously working the June P.A. days required the Superintendent's approval).
8. If hired for a vacancy (when the permanent teachers are present in the school), the principal will determine the timetable. However, no supervision duties or planning time will be scheduled for the supply teacher.

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9. If there is more than 50 minutes of preparation time in that day they may be reassigned within the same subject area/division or assigned appropriate professional duties at the discretion of the principal. The casual Occasional Teacher shall use the preparation time of the absent teacher to prepare for the assigned class.
10. The 5 supplemental absence days will be provided according to the ETFO permanent collective agreement (LTO's).

If you require further information, please do not hesitate to contact Brett Pinnell, Manager of Human Resource Services, at (705) 734-6363 ext. 11356 or [bpinnell@scdsb.on.ca](mailto:bpinnell@scdsb.on.ca)

September 20, 2013