

**Changes to the Occasional Teacher Collective Agreement  
2012-2014  
Eastern OECTA OTBU**

1. Fair Hiring Policy (MOU)
  - hiring by seniority and qualifications to LTO's and Permanent Teaching positions
  - Seniority List is forthcoming; will be emailed directly to you (interview for LTO roster)
  
2. "A" and "B" Lists for Casual Call-out (Locally Bargained), Starting Sept. 1, 2013
  - "A" List:
    - all current OT's eligible for "A" List (as of Dec. 31, 2012)
    - must be available every day
    - must select at least one entire region (revised per application form)
    - available for all grades within your qualification area within selected panel(s)
    - Cap of 20% of permanent teacher FTE to be achieved by attrition
  
  - "B" List:
    - those current OT's not interested or available to be on the "A" List
    - newly hired OT's, hired following a successful board interview
    - no Cap
  
3. Casual work distributed alphabetically as follows:
  - Qualified A List Teachers
  - Qualified B List Teachers
  - All A List Teachers
  - All B List Teachers
  - (Locally Bargained)
  
4. No requirement for three administrator signatures for yearly renewal; download and remit renewal application form (with required documentation) by August 15<sup>th</sup>. (Locally Bargained) (Separate application form for new applicants)
  
5. Sick Leave and Short Term Leave Disability Plan (STLDP) for LTO's (MOU)
  - 1 sick day per month for LTO's at 100% salary
  - 60 days STLDP for 10 month LTO assignment
  - 3 days STLDP per month for LTO assignments of less than 10 months
  - STLDP paid at 66.67% or, if qualify through adjudication, at 90%

6. Leaves of Absence with notification to Human Resources (of up to 3 years), seniority maintained (Locally Bargained)
7. Email HR/call Canpage with dates of unavailability (Locally Bargained)
8. Teachers with qualifications in FSL, Special Education, Technology, Senior Science, Mathematics, Physical Education, Music called preferentially to fill casual vacancies in those areas (Locally Bargained)
9. Salary Freeze (MOU)  
0% 2012-13  
0% 2013-14
10. OT's notify Board of resignation (Locally Bargained)

**In the coming months we will elaborate on many of these changes.**