



WEOT

Collective Agreement 2019-2022 Kahoot!

Review Slides



A-4: Sick Leave (LTO Teachers)

OTs in LTAs receive **sick days (paid at 100%)** according to the formula:

(Length of LTA in days) × (FTE of LTA) × 11 ÷ 194

OTs in LTAs receive **STLDP days (paid at 90%)** according to the formula:

(Length of LTA in days) × (FTE of LTA) × 120 ÷ 194

- Sick Leave and STLDP days accrued carry over to another LTA in the same school year.
- Sick Leave and STLDP days are applied on the first day of an LTA.
- WECDSB may request medical form for STLDP (see Appendix B).
- Cost to complete form will be reimbursed up to \$45.

A-14: Pregnancy Leave SEB (LTO Teachers)

- OTs in eligible LTAs of at least 97 days will receive 100% of their salary for 8 weeks immediately following the birth of their child.
- If the OT is eligible for EI, the Board will top-up the EI payments to 100% of the teacher's salary for the first to the 8 weeks.
- If the OT is not eligible to receive EI, the Board will pay 100% of the teacher's salary.
- SEB payment is limited to the term of the LTA.

A-7: Benefits

- There are two benefit plans for occasional teachers:

1. **OTIP Occasional & Casual Members Benefits Plan**

- Participation in the plan is voluntary and premiums are paid by the member.
- Members who opt in stay in plan from September 1 - August 31 and pay 12 monthly premiums.
- OTs must have worked at least 50 days in the previous school year to be eligible.
- Eligible members receive an enrollment email from OTIP at the beginning of the school year.
- When in an eligible long term, the OT is to contact the OTIP to place premiums on hold.

2. **OECTA Employee Life and Health Trust Benefit Plan - Long Term Occasional Teachers**

- OTs in long term assignments of 3 months or greater are eligible.
- No cost.
- Eligible OTs will receive an OECTA ELHT Benefit Plan enrolment package by email from OTIP.
- Benefits are retroactive to the beginning of the LTA.
- Benefit coverage ends when the long-term ends.

A-17: Hiring Practices - LTAs

- LTAs shall be posted for at least 3 weekdays.
- The Board shall identify the 5 most senior qualified applicants available for the LTA.
- The Board will consider the Apply to Education portfolio of the applicants and select the successful applicant.
- If there are less than 5 qualified applicants, the Board will select the successful applicant from those qualified.
- If no qualified OT applies, the Board shall hire a qualified teacher (to fill the position).
- LTAs of 10 days or greater shall be posted.

A-17: Hiring Practices - OT Evaluations

**LTA of
4+ months**

**Unsatisfactory
Evaluation**

**Debrief Meeting
&
Written
Improvement Plan**

**Second evaluation
in next LTA
of 2+ months**

**Second
Unsatisfactory
Evaluation**

**Debrief Meeting
&
Written
Improvement Plan**

- within 1 month
- still eligible for LTAs

- within 1 month
- Not eligible for LTAs until IP completed.

- If an OT receives 3 unsatisfactory evaluations, the Board may suspend the OT's eligibility for additional LTAs.
- The Association may refer the matter of the OT's eligibility for future LTAs to an arbitrator.

A-17: Hiring Practices (Permanent)

- Top 10 applicants are notified by email.
- 3 candidates are interviewed.
- Find Interview Tips on WEOT site.
- If unsuccessful, go for the debrief!
- An updated Pastoral Reference (from within 6 months) is required upon hire to permanent. (as per Part B, Article 17)

LTA & Permanent Postings include:

- Posting #
- School
- Division/Grade/Subjects
- Up to 2 required qualifications

65% of Permanent Hires

- Top 3 most senior, qualified
- Completion of at least 1 4+ month long-term (of any portion - 0.33 to 1.0 FTE)
- Received a successful evaluation

35% of Permanent Hires

- 3 qualified applicants
- In addition to applicants from OT Roster, the Board may choose to interview 1 applicant who is employed as a permanent teacher elsewhere in Ontario.
- Relationships with administration are important!

Additional Requirements for LTA & Permanent Hiring:

- **Special Education Classrooms:** at least 2 years experience as Special Education Resource Teacher or Specialist Qualification.
- **French Immersion:** Applicants may be required to demonstrate French fluency.

A-21: Health & Safety

Safe Schools Reporting Form	Violent Incident Reports
<ul style="list-style-type: none">• Legal requirement (Bill 157 - Keeping Our Kids Safe at School)• Report any behaviour that could be considered for suspension or expulsion	<ul style="list-style-type: none">• Report all incidents of workplace violence.

- Following an incident and to prevent future injury or reoccurrence, the Board shall conduct a risk reassessment and revise measure and procedures.
- As per OHSA, the Board shall provide teachers access to safety-relevant information at a worksite with a history of violent behaviour.
- *Reporting Forms can be found in ebase (<https://wecdsb.ebasefm.com/>)*
 - *Log in with your Board credentials*
 - *Click on the Form Logic icon, found on the left side menu.*
 - *There will then be an option to access "Incident Forms."*

B1.14-1.15 - Secondary & Elementary Assignments

Secondary Elementary

OTs with 2 partial day assignments on the same day at different schools shall not do lunch supervision at either school.



Because of Balanced Day schedules, half-day assignments generally do not begin/end during a natural break in the school day. Follow EasyConnect/Bell times carefully.



On the first day of an assignment, OTs are not to do supervision prior to the start of the school day. An alternate supervision may be assigned, subject to Article 23.



EasyConnect identifies 1-period assignments as 25%, but they are paid at 0.33 (prorated to prep).



Unscheduled supervision is compensated at \$20.



B-8: Leaves of Absences

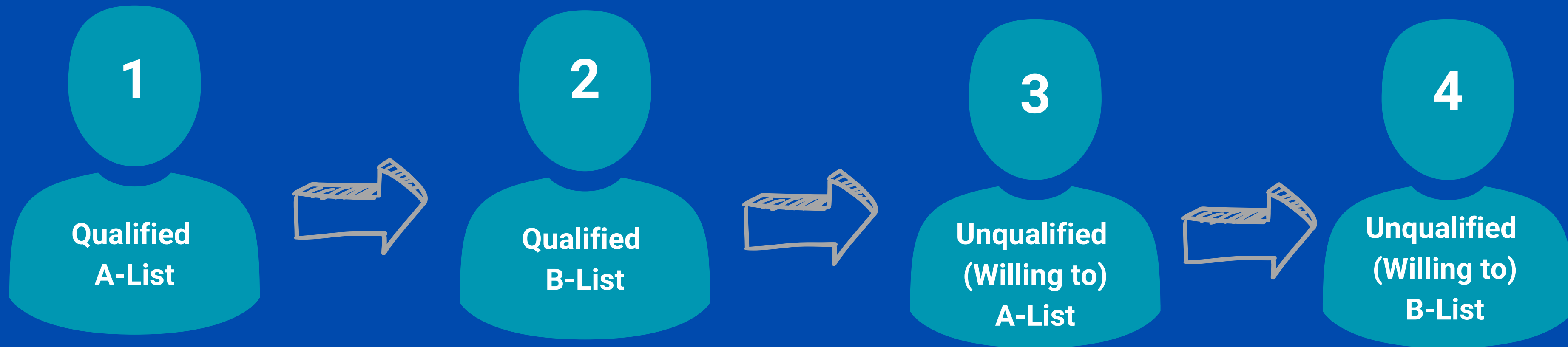
- **Paid Bereavement Leave for LTOs**

- 3 days: parent, spouse, child, sibling
- 1 day: aunt, uncle, in-law, grandparent, grandchild
- Additional days may be granted (with or without pay)

- **Unpaid Leaves**

- OTs can request pregnancy/parental leave without pay; the Board shall grant extensions of up to 1 year, if requested.
- The Board shall grant unpaid leaves up to 6 months.
- Requests for extensions for up to an additional year can be made in writing.

B-12: Central Dispatch (EasyConnect)



- Call rotations are build based on:
 - division/qualification
 - Geographic preference
 - Availability
- Multiple subject assignments (up to 3 qualifications) shall be offered first to OTs with all required qualifications.
- ***Assignments will be offered to the OT that has gone the longest without receiving an offer for that division/rotation.***
- Job offers after 12pm are outside of rotation.

B-12: Central Dispatch (EasyConnect)



6:00pm - 8:00pm

Job offers begin; held for 2 hours



8:00pm - 10:00pm

Job offers every 3 minutes.



6:00am - 8:00am

Job offers every 3 minutes

In emergencies, the call-out process can be by-passed, but no unqualified person shall be contacted until all OTs have been called (Ex. unfilled emails).



8:00pm - 6:00am

5-day call back/recurring assignments held until 6:00am.

Refusal of Assignments

- OTs may decline a 2nd assignment without it counting as a refusal.
- Job offers between 8am - 4pm shall not constitute refusals.
- Use your calendar!
- Request LOA, if needed (2+ weeks)

Congratulations!!

