



Surplus to Region Questions and Answers

- 1. How does Reg 274 apply to surplus teachers getting LTO positions?**
16.11 n) of the Collective Agreement allows teachers to do supply work. Teachers on the Surplus to Region List will be offered LTO assignments that fit their qualifications as soon as they become available. They will not need to interview.
- 2. Is it possible for teachers on the non-contract portion of the surplus list to do supply work for other boards?**
Teachers will be able to work at whatever jobs they can find until returned to the Contract portion of the Surplus List.
- 3. 17.10 c) indicates seniority will be lost when on the non-contract portion of the list. How are jobs then granted to teachers?**
While on the Surplus List seniority will be maintained within that list in order to offer jobs for which teachers are qualified. Once back in a contract job, a new seniority number will be assigned.
- 4. If a teacher on the surplus list earns an AQ over the summer, will that new qualification be considered for positions within the Board? How will the Board know about the new qualification?**
New qualifications will be considered when looking for positions for teachers on the Surplus to Region List. The Board regularly updates teacher qualifications from the OCT website.
- 5. When will teachers start being called back from the surplus list?**
Following the final date in the revised G33, teachers may begin to be recalled to available jobs based on qualifications and seniority.
- 6. When will teachers know which part of the Surplus to Region List they are on?**
At the last regular Board meeting in May the ten most senior Teachers on the Surplus to Region List shall be assigned to the Contract Portion of the Recall List for a period of one (1) academic year. . . Any teacher remaining on the Surplus to Region List on June 30, other than those placed on the Contract Portion of the Recall List, shall be placed on the Non-Contract Portion of the Recall List. [16.11 a)]
- 7. Will successful NTIP teachers have to repeat NTIP if they are terminated and then rehired?**
No. Once the designation is recorded on your OCT record it won't be removed.
- 8. Will teachers on the surplus list still have PDSB email? How will the Board keep in touch with them?**
If the teachers are on the OT List then they will still have PDSB email addresses. It is the teacher's responsibility to make sure that the Board has up to date contact information for them.



Surplus to Region Questions and Answers

9. Will there be communication with the rest of the Board regarding this situation?

An email was sent out on April 15, informing the membership of this situation.

10. Will Peel institute a hiring freeze?

Although the Board is obligated to staff based on the Collective Agreement, it is still possible that some hard to fill positions will need to be filled externally based on qualifications.

11. Could someone currently not surplus to region get bumped onto the surplus to region list?

After Admin placement it is possible that there may be some excess teachers that will not have positions for September based on qualifications.

12. If a teacher on the Surplus List is notified of a job, how long do they have to respond?

16.11 i) says they must respond within five days, but the question really is whether the teacher wishes to be employed or not. The answer to that question they should already have prepared.

13. Is it possible the Surplus to Region List could be redone at re-org?

Yes. See 16.11 m) of the Collective Agreement.

14. What is the process of offering jobs that require mutual agreement?

In the past, the Board has allowed teachers to mutually agree to teach up to four sections for which they are not qualified. If a teacher does not agree to teach courses for which he/she is not qualified that teacher will not be deleted from the Surplus List.

15. Once Admin Transfers are done, if more than one position exists that require similar qualifications, will potential candidates from the Surplus List be given an opportunity to express a preference?

For positions offered immediately following Admin Transfers, the Bargaining Unit will endeavour to consult teachers before they are placed.

16. What if a teacher is on the Recall List but the teacher is unavailable to teach due to a statutory pregnancy/parental leave?

If a position becomes available for a teacher on the Recall List who requires a statutory pregnancy/parenting leave, she must accept the position. It will be filled by an LTO until she returns from that statutory leave.

17. How do we provide the Board with summer contact information?

Please update your address in Vista Self-Serve using the "Change Address" function.

In addition, a secondary phone number may be added to your contact information in Vista Self-Serve using the "Change Address" Function.

18. Do experience and other qualifications influence placement.

Consideration of qualifications is based on the Secondary Qualifications Chart. If the vacancy requires a certain qualification, the teacher would only need to hold part 1. A teacher with a

Surplus to Region Questions and Answers

specialist but lower seniority does not jump ahead of a teacher with part 1 of the subject qualification.

19. If a teacher has been given related experience credit on the salary grid, will he/she receive the same step placement when they are recalled to a position?

If an employee has been given credit on the grid for related experience, the Board would continue to honour that step placement as long as the teacher was recalled from the contract portion of the recall list. If a teacher is on the non-contract portion, and their position is terminated, they would only receive related experience for LTOs in the appropriate subject area. Should they eventually be recalled back to a secondary position, they would need to be teaching in the appropriate subject area in order to receive their related experience back.

20. What happens after 26 months on the non-contract portion of the contract list. Are teachers then automatically placed on the OT list at the bottom of their seniority list?

16.11 k) A Teacher shall be deleted from the Non-Contract Portion of the Recall List for any of the following reasons:

- 1) The Teacher has been rehired by the Board;
- 2) The Teacher has been hired by another school board;
- 3) The Teacher refuses to accept a full-time position for which he/she is qualified, offered by the Board;
- 4) After twenty-six (26) consecutive months on the Non-Contract Portion of the Recall List**

In a situation like this, the teacher would be able to apply to the Occasional Teacher list through Apply to Education.

21. If a teacher on the non-contract portion of the Surplus List is provided an LTO position, can he/she refuse it without being removed from the list?

Yes, a teacher on the Non-Contract portion of the Recall list may refuse an LTO position without being removed from the list.

22. Are Spanish and German restricted subjects in the same way French is?

Spanish and German are not restricted subjects in the same way as French.

If a Principal and a teacher agreed that the non-qualified teacher could teach a French program, a Temporary Letter of Approval (TLA) would need to be sent to the Ministry of Education and Training for approval. The TLA would allow the teacher to teach up to and including 6 sections in French where the teacher did not hold the minimum FSL part 1 qualifications.

If a Principal and a teacher agreed that a non-qualified teacher could teach either Spanish or German, a mutual agreement form would need to be completed. The mutual agreement form would allow the teacher to teach up to and including 4 sections in an area where the teacher did not hold the minimum qualifications.

23. If more teachers are added to the surplus list after re-org does the size of the contract portion of the recall list remain at ten?

Yes, the Recall list will remain at 10. The Board may at its discretion, add additional teachers to the Contract portion of the Recall List.



Surplus to Region Questions and Answers

16.11 m) In the event that additional Teachers are declared Surplus to Region in the fall term, these Teachers will be added to the Contract Portion of the Recall List. The Contract Portion of the Recall List shall be adjusted according to 16.11 a) effective December 31st.

24. Can bumping occur at re-org?

16.10 e) The transfer of a Teacher in September as the result of fluctuations in enrolment will be carried out by Administrative Transfer initiated by the Board after consultation with the Bargaining Unit Executive. This transfer will be carried out in accordance with 16.05 (d) and (e). **There will be no bumping at this time.**

16.09 a) The bumping process shall be used to ensure that the Teachers with the least seniority are declared Surplus to Region, provided that the remaining Teachers are qualified or Assigned by Mutual Agreement to provide the planned program.

25. If a surplus teacher is returned to a contract position sometime after September this year, only to be declared surplus again next spring, are the time lines reset?

Yes, the timelines would be reset, and the processes as described in 16.11 would apply.