

Fixed Term Contracts

Q: What is a Fixed Term Contract?

A: A Fixed Term Contract is an employment contract covering a specified term or period of employment, extending not longer than the length of the 2019/2020 school year. It is used by the Board to cover the absences of permanent contract teachers when it is known that the absence will be of substantial length—e.g. a full year or a semester. Fixed Term Contracts are offered to teachers on the Recall List whose permanent contract tenure with the Board has been terminated, as of August 31, 2019, because they are surplus to the staffing needs of the Board as permanent contract teachers.

Q: Are Fixed Term Contract teachers similar to Long Term Occasional Teachers (LTOs)?

A: Yes, they are similar in that both cover long term absences but they are not identical. While neither are permanent contract teachers, teachers on Fixed Term Contracts are not Occasional Teachers; they remain members of the Toronto Teachers' Bargaining Unit (TTBU), as opposed to the Occasional Teachers' Bargaining Unit (OTBU). Fixed Term Contract teachers are compensated by the Board on the same basis as permanent contract teachers, not LTOs, relative to the term of their employment. Fixed Term Contract teachers are also entitled to the same sick leave and miscellaneous leave as permanent contract teachers, but not benefits (dental, medical, etc.) for which the Board is not responsible. Unlike the hiring process for LTOs, teachers who are offered Fixed Term Contract positions are not required to interview for these jobs. This opportunity is extended only to Board surplus teachers eligible for Recall as permanent contract teachers in 2019/2020. Job offers are made on a seniority basis, subject to qualifications. A teacher on the Recall List who is offered a Fixed Term Contract is not obliged to accept the offer. However, please note that should an offer be declined, the Board will not make another offer of Fixed Term employment to that individual. OSSTF District 12 Toronto Teachers' Bargaining Unit (TTBU) will monitor this process.

Q: If a Recall List teacher declines an offer of Fixed Term Contract employment will the Board remove them from the Recall List?

A: No. Your Recall List status is unaffected by any decisions you make with respect to Fixed Term Contract job offers. For a period of one school year, 2019/2020, the Board will continue its efforts to restore all teachers on the Recall

List to their permanent contract status prior to August 31, 2019. That holds true equally for Recall List teachers who accept or reject Fixed Term Contract job offers.

Q: What happens if the term of a Fixed Term Contract expires and I still have not been Recalled to my permanent contract job?

A: The Board will continue its efforts to find a permanent contract job for you in the 2019/2020 school year via the Recall process. In the interim you remain eligible for Fixed Term Contract positions for the balance of the 2019/2020 school year, subject to the parameters described above.

Q: If I am terminated as a permanent contract teacher as of August 31, 2019, can I be added to the Occasional Teachers (OT) List?

A: Yes, if that is your wish and you communicate it as a formal request after August 31 to your Staffing Officer.

Q: If I am on the OT list will I still be eligible to take on a Fixed Term Contract position?

A: Yes. You may remain on the OT list if you accept a Fixed Term Contract position, although during the length of the Fixed Term Contract you may not take on OT work that conflicts with your ability to fulfill your teaching responsibilities as a Fixed Term Contract Teacher.

Q: Can I take on LTO jobs as an OT while on the Recall List if I choose not to be a Fixed Term Contract Teacher, or if a Fixed Term Contract job does not present itself to me?

A: Yes. Until you are Recalled there is nothing to prevent you from working as an Occasional Teacher, and that includes accepting LTO positions.

Q: If I accept a Fixed Term Contract, do my benefits continue?

A: Teachers who are on the Recall list are eligible to access benefits at a full cost of the premiums for up to 12 months after August 31 2019. This is the case whether an individual accepts a Fixed Term Contract or not. The election of participation of benefits must be completed within 31 days of OTIP receiving

notification from OTIP after the time of lay-off. For more information, please visit: <https://www.osstfbenefits.ca/faqs/>

Q: So, what is the advantage of being a Fixed Term Contract Teacher over a Long Term Occasional Teacher?

A: Ultimately, the choice is yours. What presents as an advantage to one person may present as something less so for another. Having said that, there are some advantages to being a Fixed Term Contract Teacher, relative to an LTO. Most notably, a Fixed Term Contract Teacher will be employed for the length of the identified term, which typically is either a full semester or a full year, subject only to the early return of the absent teacher, a rare occurrence. While it is true that LTOs can be of comparable length, that is not always the case. LTOs can be as short as 10 days. Secondly, Recall List teachers are not obliged to apply or interview or compete for Fixed Term Contract positions. That cannot be said of LTO positions. Also, the pay and entitlements accruing to Fixed Term Contract teachers are identical to those a teacher on the Recall List would have received as a permanent contract teacher, not an LTO, prior to their termination as of August 31.

Q: Why is the Board offering Fixed Term Contracts to teachers on the Recall List?

A: The Board understands fully that the prospect of being terminated as a permanent contract teacher may be stressful and upsetting. Because our current staffing realities have occasioned the need to terminate the contracts of a considerable number of secondary teachers, we are mindful of the importance of doing what we can to mitigate the worst effects of this outcome. Offering Fixed Term Contracts to teachers on the Recall List, where and when possible, is a means of providing income protection that might not otherwise be available in a timely fashion by way of more traditional approaches—e.g. OT work.

Q: If I have questions about Fixed Term Contracts, and more generally my employment situation, who can I speak to?

A: Your Staffing Officer is the go-to Board contact if you have questions or concerns. In addition, please don't hesitate to contact your TTBU Executive Officer for information and support: <https://osstftoronto.ca/about-contact/>