

Ministry of Education

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Ministère de l'Éducation

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MEMORANDUM TO: Directors of Education, District School Boards
Supervisory Officers/Secretary Treasurers, School Authorities
Chief Financial Officers/Business Supervisory Officers
Director, Provincial Schools Branch

FROM: Barry Pervin
Assistant Deputy Minister
Instruction and Leadership Development Division

DATE: September 13, 2012

RE: Hiring Practices Regulation

Attached for your information is O. Regulation 274/12 entitled *Hiring Practices* which comes into effect immediately. This regulation is pursuant to the *Putting Students First Act, 2012* which received Royal Assent on September 11, 2012.

The focus of the regulation is to provide a minimum standard of transparency and fairness in the hiring process for occasional teachers (OTs) who wish to pursue Long Term Occasional (LTO) or permanent positions in their boards. Key elements are that boards are now required to ensure that their:

- OT rosters are organized according to seniority (of time on the roster)
- OTs will have first consideration for LTO positions (per Regulation 298 requirements and Collective Agreement processes)
- LTOs will have first consideration for permanent positions (per Regulation 298 requirements and Collective Agreement processes).

Also attached for your information is a *Principals Want to Know* tip sheet to assist with implementation of the new regulation.

More information to help support and facilitate the implementation of this regulation will be provided at an upcoming technical briefing.

Barry Pervin

Attachments:

O.Regulation 274/12 – Hiring Practices
Principals Want to Know – Fair and Transparent Hiring Practices

cc: Rhonda Kimberley-Young, Secretary-Treasurer
Ontario Teachers' Federation (OTF)

Gene Lewis, General Secretary
Elementary Teachers' Federation of Ontario (ETFO)

Pierre Côté, General Secretary
Ontario Secondary School Teachers' Federation (OSSTF)

Marshall Jarvis, General Secretary
Ontario English Catholic Teachers' Association (OECTA)

Pierre Léonard, Executive Director
Association des enseignantes et des enseignants franco-ontariens
(AEFO)

Paul Lacalamita, Executive Director
Catholic Principals' Council of Ontario (CPCO)
Ian McFarlane, Executive
Director Ontario Principals'
Council (OPC)

Nadine Goulet, Executive Director
Association des directions et direction adjointes des écoles franco-ontariennes
(ADFO)

Frank Kelly, Executive Director
Council of Ontario Directors of Education (CODE)
Ontario Public Supervisory Officials' Association (OPSOA)

Theresa Harris, Executive Director
Ontario Catholic Supervisory Officers' Association (OCSOA)

Julie Bisson, President
Association des gestionnaires de l'éducation franco-ontarienne (AGEFO)

Louise Pinet, Executive Director
Association des conseillères et des conseillers des écoles publiques de l'Ontario
(ACÉPO)

Carole Drouin, Executive Director
Association franco-ontarienne des conseils scolaires catholiques (AFOCSC)

Kevin Kobus, Executive Director
Ontario Catholic School Trustees' Association (OCSTA)

Gail Anderson, Executive Director
Ontario Public School Boards' Association (OPSBA)

Michael Salvatori, Registrar and Chief Executive Officer