

## **Understanding Regulation 274: Teacher Hiring Practices**

Regulation 274 governs how teachers are hired in Ontario. Under the regulation School Boards must:

- Establish and maintain two occasional teacher lists - An Occasional Teacher List and a Long Term Occasional List (LTO ROSTER). Placement is based on seniority. Seniority is defined as date of hire as a qualified occasional teacher.
- LTO Roster – The Board will post for LTO Roster Teachers. An occasional teacher may apply to be on the LTO Roster List provided the following criteria are met: the teacher has been on the Occasional Teacher List for 10 months and taught 20 days during a ten month period in the last five years. An interview will be granted to teachers who meet the conditions established in the regulation. The Board then determines through the interview process, which occasional teachers will be placed on the LTO Roster.
- Permanent Teaching Positions – The regulation stipulates that teachers hired onto the LTO Roster List, who have completed an LTO assignment for at least four months or longer, having the required qualifications, greatest seniority, with a positive appraisal may apply. Permanent teaching positions will be posted in accordance with the collective agreement.
- Unsuccessful Applicants – can request a debrief meeting with members of the interview panel if they are not successful.